



# SUSTAINABILITY REPORT

## MESSAGE FROM GROUP MANAGING DIRECTOR

Dear Stakeholders,

I am pleased to present the 8th edition of our Sustainability Report, marking a significant milestone in our journey towards Net Zero by 2050. To date, we have achieved a 71% reduction in combined direct GHG emissions (Scope 1) and indirect GHG emissions (Scope 2) intensity which puts us ahead of our 70% reduction target by 2030. This progress reflects our ongoing commitment to sustainability.

Building on the insights from our February 2024 stakeholder engagement survey, we have refined our strategies and updated our material topics to further enhance our overall sustainability efforts. Additionally, we have set expanded targets, including reducing water withdrawal and achieving zero landfill waste by 2030, to further reinforce our focus on climate change.

At present, renewable energy accounts for 66% of the Group's energy needs. However, its use is comparatively lower at our Malaysia-based plants due to the higher cost of green electricity from Tenaga Nasional Berhad. These plants are working to manage the additional cost within their financial constraints and intend to increase their green energy usage by 5% in 2025, raising their total to 29%.

In addition to our energy-related goals, we are also focusing on building a responsible supply chain. As at the end of 2024, 58% of our suppliers, based on spend, have undergone screening covering environmental impact, labour practices, and ethical sourcing. We are on track to achieve our target of screening 80% of suppliers by the end of 2025.

To enhance the transparency of our sustainability reporting, we have also further aligned with international standards by adopting climate-related disclosures based on the IFRS S2 and TCFD guidelines. This alignment ensures that our progress is transparent and consistent with global best practices.

Our sustainability efforts have been recognised in the December 2024 Bursa FTSE4Good ESG Rating. We received a 3-star rating with a score of 2.9, an improvement from our previous 2-star rating and score of 2.2. This recognition validates our progress and motivates us to continue advancing our commitment to making a positive impact on both the environment and society.

As we continue this journey, we would like to express our gratitude to our employees, suppliers, and partners. Their dedication, support, and hard work are central to our progress. Their continued engagement will be vital in helping us achieve our sustainability objectives.

Thank you for your continued trust and support as we strive to reach new heights in our sustainability journey.

**Yeoh Jin Hoe**  
Group Managing Director



# SUSTAINABILITY REPORT

## ABOUT THIS REPORT

This report outlines Box-Pak (Malaysia) Bhd. ("the Company") and its subsidiaries' ("the Group") sustainability commitments, initiatives, actions, and performance for the financial year ended 31 December 2024 ("FYE 2024").

It has been prepared with reference to the International Financial Reporting Standards ("IFRS") S1 and S2 standards, the Global Reporting Initiative ("GRI") Universal Standards 2021 and in accordance with Bursa Malaysia Securities Berhad ("Bursa Securities") Main Market Listing Requirements.

For a more comprehensive view of the Company's financial and non-financial performance, this report should be read alongside the Company's Annual Report 2024 ("AR 2024").

## REPORTING SCOPE AND BOUNDARY

We report our sustainability initiatives and performance annually. The last Sustainability Report was published in April 2024. Our report covers all the operating subsidiaries of the Group, namely:

### Malaysia

- Box-Pak (Malaysia) Bhd.
- BP MPak Sdn. Bhd.

### Vietnam

- Box-Pak (Vietnam) Co., Ltd.
- Box-Pak (Hanoi) Co., Ltd.

### Myanmar

- Boxpak (Myanmar) Company Limited

## REPORTING PRINCIPLES

In preparing this report, we have adopted the following principles which are in line with IFRS S1 Fair Presentation Foundation and the GRI 1 Foundation 2021:

**Accuracy:** Ensuring the information is correct and detailed for assessing the organisation's impacts.

**Balance:** Presenting information fairly, reflecting both positive and negative impacts.

**Clarity:** Making information clear and accessible to all stakeholders.

**Comparability:** Reporting consistently to allow analysis of changes over time and across companies.

**Completeness:** Providing enough information for a full impact assessment during the period.

**Timeliness:** Ensuring regular and timely reporting for informed decision-making.

**Verifiability:** Ensuring the information can be examined for quality and reliability.

## RESTATEMENTS

We have restated some comparative data to improve clarity and reflect the availability of updated emission factors. Restated data, along with its impact are indicated in on pages 42 and 43 of this report.



# SUSTAINABILITY REPORT

## STATEMENT OF ASSURANCE

In strengthening the credibility of our reporting, selected parts of this Sustainability Report has been subjected to an internal review by the Company's internal auditors and independent assurance in accordance with recognised assurance standards for selected indicators and has been approved by the Board of Directors ("Board").

The Subject Matter(s) covered, Scope, and Conclusion (where applicable) are provided below:

Type of Assurance	Material Matters	Subject Matter	Scope	Conclusion
Internal Review	Anti-Corruption	Percentage of operations assessed for corruption-related risk	Operations assessed: Vietnam	Not applicable
Independent Assurance	Climate Change	Scope 1 greenhouse gas ("GHG") emissions in tonnes of carbon dioxide equivalent ("tCO <sub>2</sub> e")	Operations assessed: 1. Malaysia 2. Vietnam 3. Myanmar	Based on the data and information provided by Box-Pak, Intertek concludes with limited assurance that there is no evidence that the GHG Statement, Water and Waste data are not materially correct, are not a fair representation of the Scope 1 and 2 GHG Emissions, Water and Waste data and information, as well as are not prepared in accordance with the WRI GHG Protocol-A Corporate Accounting and Reporting Standard and GRI Standards.
		Scope 2 GHG emissions (tCO <sub>2</sub> e)		
		Total volume of water consumed and discharged in Megalitres		
	Responsible Waste Management	Total waste diverted from disposal (tonnes) Total waste directed to disposal (tonnes)		

\* Note: In preparing the Subject Matter mentioned above, Box-Pak (Malaysia) Bhd. applied the following criteria: (1) The GRI Standards and (2) Box-Pak (Malaysia) Bhd.'s relevant policies and procedures.

The Company appointed Intertek Deutschland GmbH to perform verification work in accordance with the requirements of limited assurance. For the limited assurance report, please refer to page 71.

## FEEDBACK

We invite and encourage our stakeholders to share their feedback on this report by reaching out to us at [sustainability@boxpak.com.my](mailto:sustainability@boxpak.com.my).



# SUSTAINABILITY REPORT

## FYE 2024 HIGHLIGHTS



71%#	Reduction in Scope 1&2 GHG emissions intensity*	ZERO	Employees and contractor fatality	ZERO	Complaints on customers' data breaches
1,728 MWh	Green Electricity®	51%	Management staff are women	58%	Suppliers screened on social compliance^
97%	Waste diverted from disposal	1.78	Lost Time Incident Rate	ZERO	Human rights violation
25%#	Reduction in water withdrawal intensity	RM2.1mil	In community contributions	79%	Procurement spent on local suppliers
21%	Reduction in water consumption from FYE 2023	88%	Workforce from local communities	2.9 ☆☆☆	FTSE Russell ESG Score
		28 Hours (Management)	Training invested per employee		
		29 Hours (Non-management)			

Note:

\* Market-based approach.

@ Green Electricity Tariff is a program under Tenaga Nasional Berhad where electricity is generated by solar power plants under the Large-Scale Solar, hydropower stations or other renewable energy plant and supplied through the national grid.

# Base year FYE 2020.

^ Utilising 3rd party (Sedex) risk assessment tool.

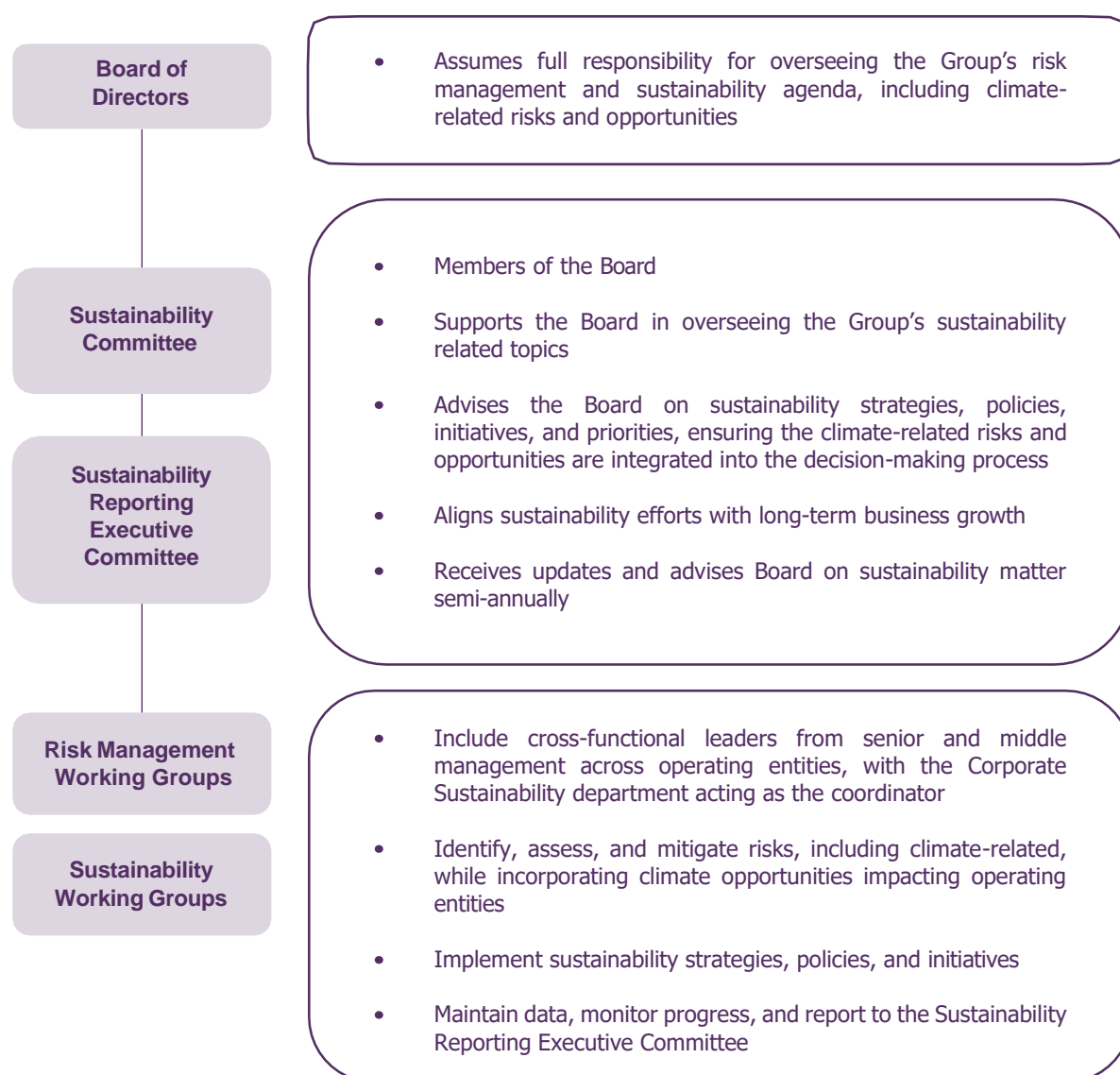


# SUSTAINABILITY REPORT

## OUR APPROACH TO SUSTAINABILITY

The Group's sustainability governance is integrated into its corporate framework. The Board, supported by its committees, is responsible for the Group's strategic direction on sustainability, with specific functions outlined in their terms of reference.

## GOVERNANCE STRUCTURE



The Terms of Reference for the Board, Committee, and Working Groups were updated during the year to include climate-related risks and opportunities considerations. We will consolidate the two current working groups into a single Risk Management and Sustainability Working Group in FYE 2025.



# SUSTAINABILITY REPORT

## SUSTAINABILITY IN OUR BUSINESS PROCESSES

Sustainability is embedded in every aspect of our business, aiming to reduce our carbon footprint, enhance resource conservation, and create a positive environmental impact, while delivering long-term value for our stakeholders and communities.

Planning and Development	Procurement	Manufacture	Sales and Delivery
<ul style="list-style-type: none"> <li>Create sustainable packaging through research and innovation</li> <li>Co-create tailored products with customers</li> </ul>	<ul style="list-style-type: none"> <li>Sourcing of sustainable raw materials</li> <li>Working with ethically compliant suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Investment in energy-efficient machineries</li> <li>Shift towards green energy</li> <li>Mindful management of waste, water, energy and effluent</li> </ul>	<ul style="list-style-type: none"> <li>Engaging with customers on their sustainability objectives</li> <li>Efficient delivery and distribution</li> </ul>

Expected Sustainability Outcomes			
<ul style="list-style-type: none"> <li>Fully recyclable packaging solutions</li> <li>Products with lower carbon footprint</li> <li>Increased range of sustainable products innovated</li> </ul>	<ul style="list-style-type: none"> <li>Accessibility to sustainable raw materials</li> <li>Elevate suppliers' sustainability practices performance</li> <li>Larger pool of ethically compliant suppliers</li> </ul>	<ul style="list-style-type: none"> <li>Reduced material, energy use, and waste</li> <li>GHG Scope 1 and 2 emissions reduction</li> <li>Compliance with laws on Scheduled Wastes and Industrial Effluent management</li> </ul>	<ul style="list-style-type: none"> <li>Expansion of market base</li> <li>GHG Scope 3 emission reduction from product distribution</li> </ul>



# SUSTAINABILITY REPORT

## STAKEHOLDERS ENGAGEMENT

Our stakeholder groups include those who impact or are affected by our activities. We engage with them regularly to understand their expectations, identify material issues, and respond to emerging opportunities and risks. Our stakeholder engagement method, frequency, and their expectations are as follows:

STAKEHOLDER	METHOD OF ENGAGEMENT	FREQUENCY	EXPECTATIONS
Shareholders and Investors	<ul style="list-style-type: none"> <li>Annual General Meeting</li> <li>Annual Report</li> <li>Announcements on Bursa Malaysia</li> </ul>	A, P, AWR	<ul style="list-style-type: none"> <li>Business strategy and plan</li> <li>Overall group performance</li> <li>Dividend distribution</li> <li>Corporate governance</li> <li>Climate change mitigation and adaptation</li> </ul>
Employees	<ul style="list-style-type: none"> <li>Town Hall Meetings</li> <li>Employee appraisals</li> <li>Employee Engagement events</li> <li>Training</li> <li>'Open door' feedback</li> </ul>	A, P, AWR	<ul style="list-style-type: none"> <li>Workplace safety</li> <li>Career development and upskilling</li> <li>Fair pay and benefits</li> <li>Inclusive workplace</li> <li>Work-life balance</li> </ul>
Customers	<ul style="list-style-type: none"> <li>Customer Satisfaction Survey</li> <li>Customers audit and visits</li> <li>Customer support channels</li> <li>Face to face meetings</li> </ul>	R, AWR	<ul style="list-style-type: none"> <li>Product quality, price and delivery</li> <li>Sustainable and innovative product</li> <li>Ethical labour practices</li> <li>Customer data privacy</li> </ul>
Suppliers	<ul style="list-style-type: none"> <li>Supplier meetings</li> <li>Site visits and audits</li> <li>Suppliers' evaluations</li> </ul>	R, P, AWR	<ul style="list-style-type: none"> <li>Competitive price, quality, services, and delivery</li> <li>Transparency in procurement processes</li> <li>Capacity building for suppliers</li> </ul>
Government Agencies and Regulators	<ul style="list-style-type: none"> <li>Government and regulatory events</li> <li>Seminars and trainings</li> <li>On-site inspections</li> </ul>	AWR	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Corporate governance and compliances</li> </ul>
Community	<ul style="list-style-type: none"> <li>Community events</li> <li>Dialogue sessions</li> <li>Corporate Social Responsibilities events</li> </ul>	P, AWR	<ul style="list-style-type: none"> <li>Employment opportunities</li> <li>Contributing to community initiatives</li> <li>Business minimises wastes and emissions</li> </ul>

A – Annually, P – Periodically, R- Regularly, AWR – As and when required

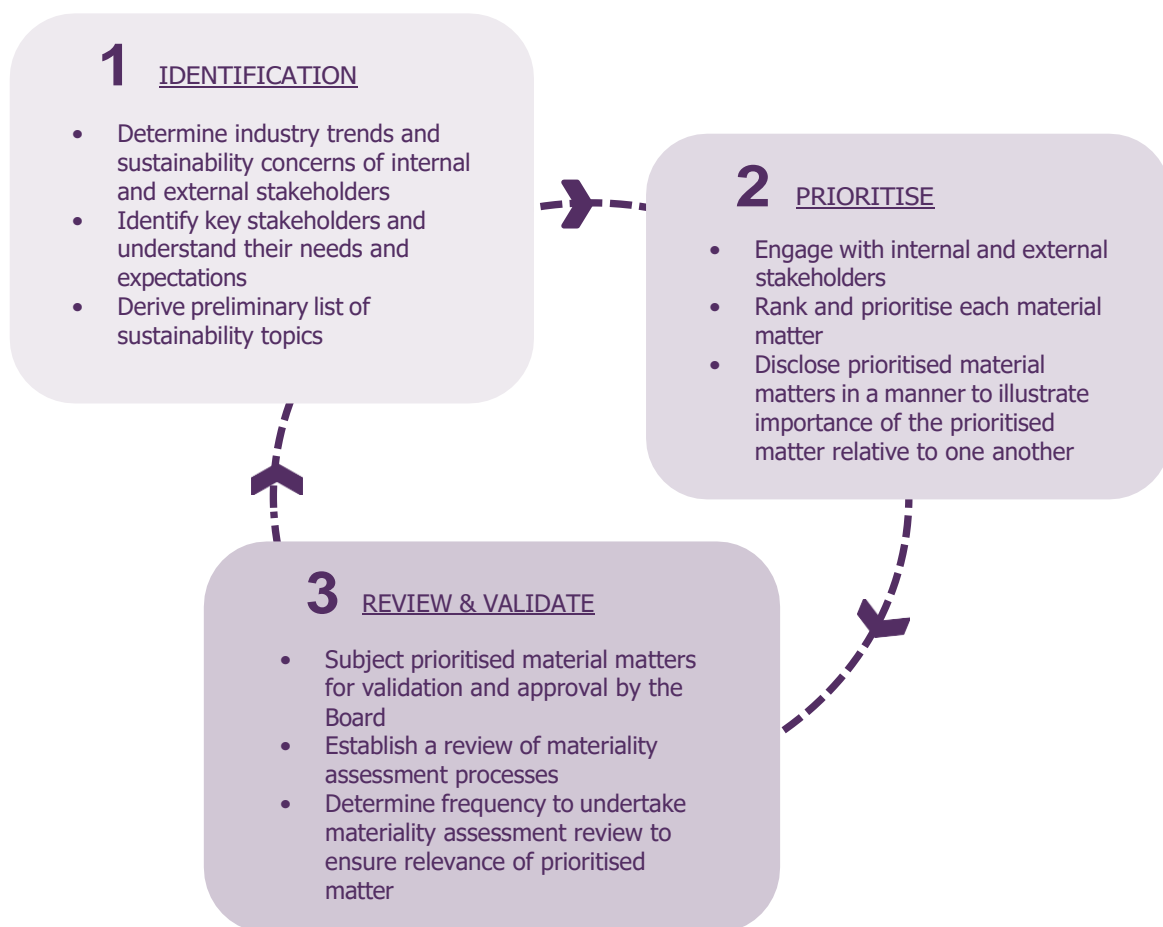


# SUSTAINABILITY REPORT

## MATERIALITY ASSESSMENT PROCESS

Our materiality assessment involves evaluating the significance of each sustainability issue based on its impact and influence on the Group. By incorporating input from our stakeholders, this process aims to identify and prioritise key issues, which serve as the foundation for our sustainability efforts.

We review our material topics annually to ensure their continued relevance, with a comprehensive assessment conducted every three years. The previous comprehensive assessment was conducted in the fourth quarter of FYE 2020.



In February 2024, we conducted a comprehensive materiality assessment with guidance from Bursa Securities Sustainability Reporting Guide and Toolkit. We engaged both internal stakeholders, including Board members and employees, as well as external stakeholders such as customers, suppliers, financial institutions, government agencies, regulators, trade associations, local communities, and Non Governmental Organisations ("NGOs") across Malaysia, Vietnam, and Myanmar.

A total of 649 stakeholders were invited to participate in an online survey, and we received 538 responses which were then weighted, ranked, and prioritised using the Stakeholder Prioritisation Toolkit from Bursa Securities, as part of our materiality assessment process. The results were then presented in the form of a materiality matrix to highlight the relative importance of various topics to both the Group and its stakeholders.

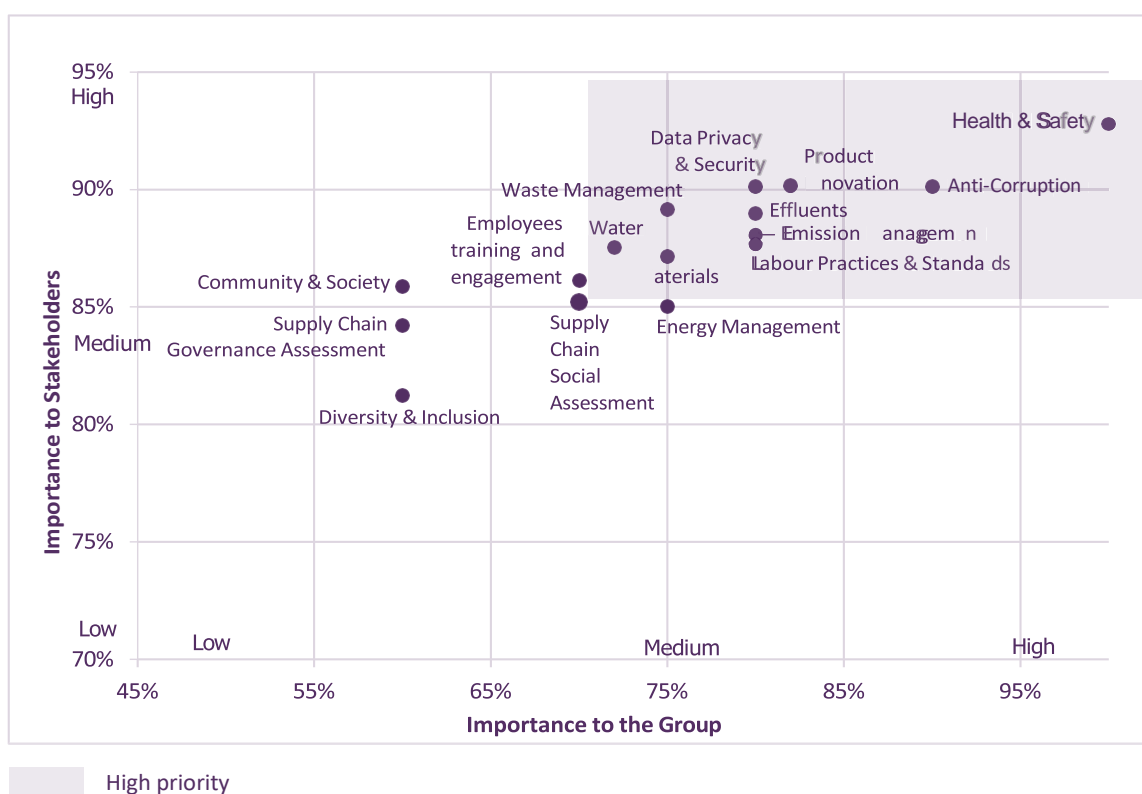




# SUSTAINABILITY REPORT

## MATERIALITY MATRIX

### 2024 Materiality Matrix



Sustainability Matter	Description
Health and Safety	A healthy, safe and conducive working environment for employees and contractors
Anti-Corruption	Promote ethical business practices through awareness, training, and accessible whistleblowing channels
Product Innovation	Products remained relevant and meet quality & safety standards
Data Privacy and Security	Protecting customers' sensitive information from data breaches
Effluents	Discharging of wastewater from operations
Emission Management	Emissions of Greenhouse Gases from operations
Labour Practices and Standards	Practices in compliance with the law, protection of human rights, and skill development
Waste Management	Efforts to reduce, reuse, recycle and responsible disposal of waste
Materials	Usage of recycled/renewable materials and resource conservation
Water	Efficient use of water and conservation of water resources



# SUSTAINABILITY REPORT

## MATERIALITY MATRIX (continued)

Compared to our 2023 materiality matrix, two new material topics—Data Privacy and Security, and Materials—emerged in our 2024 matrix, reflecting growing stakeholder interest in how we manage these areas. On the other hand, Diversity and Inclusion, as well as Employee Training and Engagement, have been moved to a lower-priority quadrant.

To maintain consistency with our existing reporting, we have grouped Anti-Corruption under Governance and Ethics, Waste Management and Effluents under Responsible Waste Management and Emission and Water Management under Climate Change.

We continue to prioritise matters that have the greatest impact on the Group’s long-term success and stakeholder value for efficient resource allocation. The 2024 Materiality Matrix has been reviewed by the Sustainability Committee (“SC”) and approved by the Board.

## RISK MANAGEMENT

Our Enterprise Risk Management (“ERM”) framework incorporates the identification, evaluation, and management of sustainability and climate-related risks alongside our corporate, financial, and operational risks, ensuring alignment with the Group’s strategic objectives. The Group actively monitors and manages all identified risks to ensure they remain within its defined risk appetite. This is achieved through regular reviews by designated risk owners and the Risk Management Working Groups and the Sustainability Working Groups (collectively “RMSWG”). Final review and approval are carried out by the Risk Management Committee and the Audit and Risk Management Committee.

Refer also to the Statement on Risk Management and Internal Control on pages 92 to 95.

Material Matters	Risk	Opportunities
Product Innovation	<ul style="list-style-type: none"> <li>Reputation and product excellence promise to customers</li> <li>Poor financial performance threatens continuity</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen reputation through product excellence</li> <li>Expand market share with innovative offerings</li> </ul>
Data Privacy and Security	<ul style="list-style-type: none"> <li>Operational disruption from security breaches</li> <li>Reputation damage and fine from non-compliance with Personal Data Protection Act</li> <li>Exposure to cyberattacks</li> </ul>	<ul style="list-style-type: none"> <li>Investing in cybersecurity enhances operational resilience</li> <li>ISO 27001 certification builds stakeholder trust</li> </ul>
Governance & Ethics	<ul style="list-style-type: none"> <li>Poor governance practices tarnish reputation and trust</li> <li>Increasing regulatory scrutiny due to evolving standards</li> </ul>	<ul style="list-style-type: none"> <li>Strong governance enhances reputation and stakeholder confidence</li> <li>Transparency enhances credibility</li> </ul>
Responsible Waste Management	<ul style="list-style-type: none"> <li>Non-compliance with regulations leads to fines and reputational harm</li> <li>Poor waste handling could result in long term liabilities</li> </ul>	<ul style="list-style-type: none"> <li>Waste reduction improves cost efficiency</li> <li>Strengthen community support through responsible practices</li> </ul>
Climate Change	<ul style="list-style-type: none"> <li>Poor water management increases cost and risks scarcity</li> <li>Non-compliance with climate-related regulations lead to fines and reputational harm</li> <li>Stricter climate-related regulations may increase operational costs</li> </ul>	<ul style="list-style-type: none"> <li>Efficient water management promotes conservation and cost savings</li> <li>Low-carbon operations meet rising demand for sustainable products</li> <li>Renewable energy investments reduce carbon footprint</li> </ul>



# SUSTAINABILITY REPORT

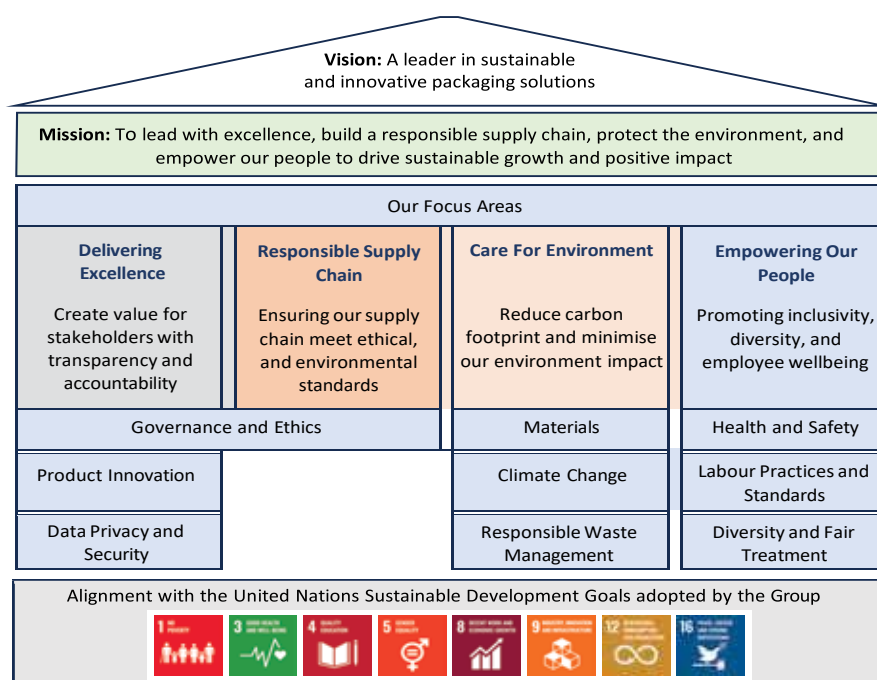
## RISK MANAGEMENT (continued)

Material Matters	Risk	Opportunities
Health and Safety	<ul style="list-style-type: none"> <li>Accidents and injuries at the workplace lead to productivity loss, potential legal action, and reputational damage</li> </ul>	<ul style="list-style-type: none"> <li>A good safety culture offers a conducive working environment and improves employees' well-being and productivity</li> </ul>
Materials	<ul style="list-style-type: none"> <li>Not meeting stakeholders' demand for sustainable materials could lead to a decline in market competitiveness and a potential loss of market share</li> </ul>	<ul style="list-style-type: none"> <li>Utilising sustainable materials strengthen the Group's brand image and appeals to environmentally conscious stakeholders</li> </ul>
Diversity and Fair Treatment	<ul style="list-style-type: none"> <li>Discriminatory practices harm reputation and hinder talent retention</li> </ul>	<ul style="list-style-type: none"> <li>Inclusive culture attracts top talent and enhances decision-making</li> <li>Recognition for diversity boosts the Group's reputation</li> </ul>
Employee Engagement	<ul style="list-style-type: none"> <li>Disengaged employees reduce productivity</li> <li>Lack of adaptation to workforce expectations can lead to talent loss</li> </ul>	<ul style="list-style-type: none"> <li>Effective talent development fosters a high-performance culture</li> <li>Personalised learning and development enhance engagement</li> </ul>

## SUSTAINABILITY FRAMEWORK

Our sustainability framework has been refined to incorporate the results of our latest materiality assessment. It is built around four key areas: Delivering Excellence, Responsible Supply Chain, Caring for the Environment, and Empowering Our People.

In each area, we focus on addressing the concerns highlighted by our material matters and set targets to guide our efforts. To track our progress, we use a performance scorecard that allows us to monitor our sustainability performance and drive continuous improvement.





# SUSTAINABILITY REPORT

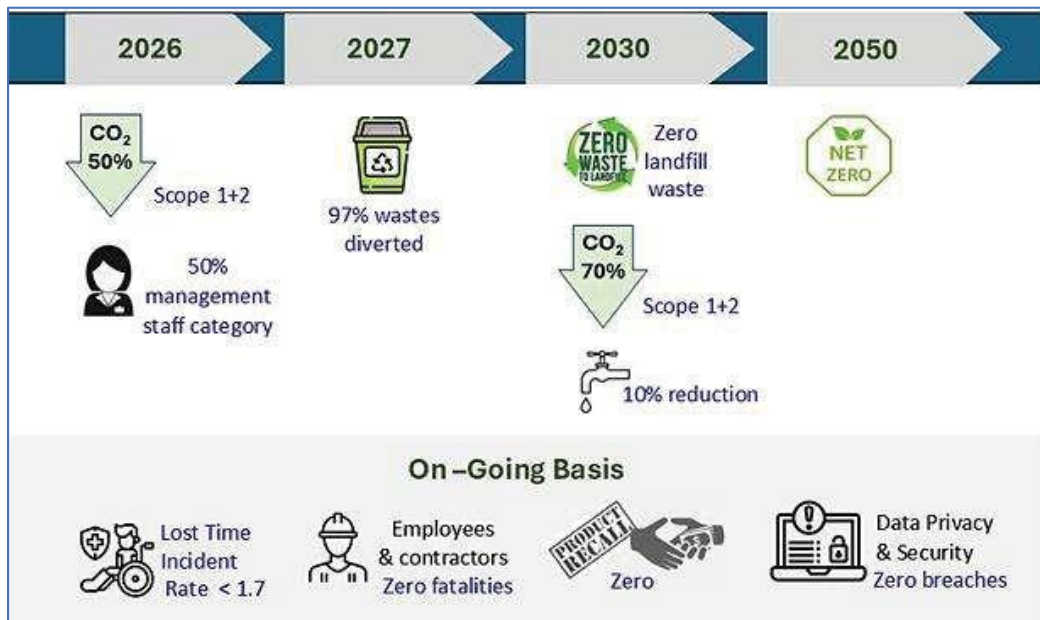
## TARGETS AND ROADMAP

We have realigned some of our targets and adopted additional ones to reflect our new topics and further strengthen our sustainability efforts. These have been reviewed by the SC and approved by the Board.

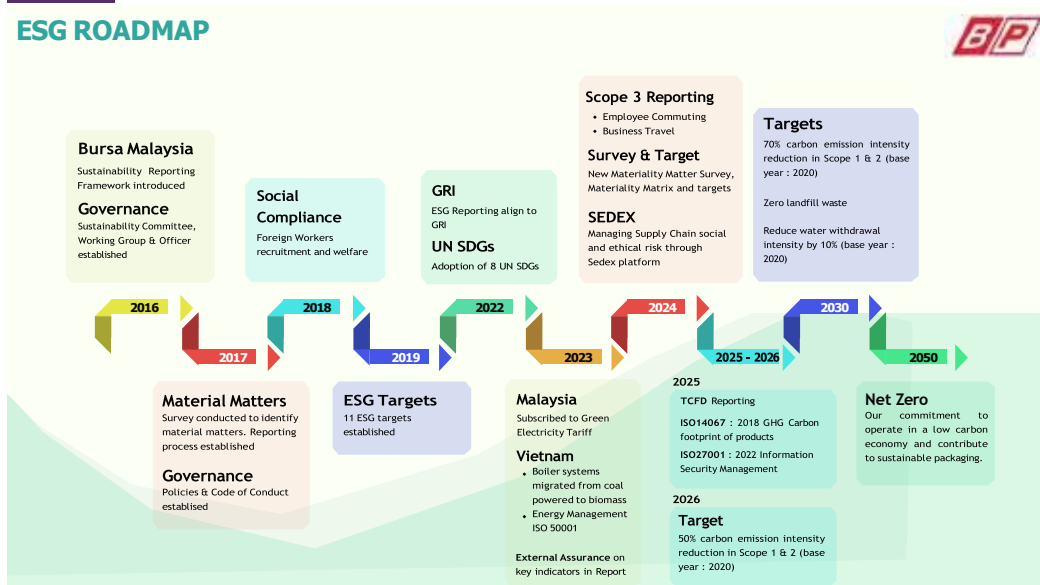
Our roadmap outlines an actionable plan to reduce GHG emissions to net-zero by 2050, demonstrating our commitment to addressing climate change and ensuring long-term resilience. It provides guidance to operating companies across the Group, prioritising climate action and setting specific targets for emissions management.

To align management with company goals, the incentives of certain key staff are tied to sustainability targets.

### Targets



### Roadmap





# SUSTAINABILITY REPORT

## MEMBERSHIPS AND ASSOCIATION

The Group actively participates in industry associations to stay informed on emerging trends and developments. This allows the Group to align itself against peers and industry standards, helping us develop resilient strategies to address opportunities and challenges, including those related to climate change.

The Group is a member of the following associations:



## PERFORMANCE SCORECARD

Our targets and progress to-date:

Material Matters	Targets	Current progress against targets
Product Innovation	Zero product recall from packaging material defects	<ul style="list-style-type: none"> <li>No product recall cases reported or received for the FYE 2024</li> </ul>
Governance and Ethics	Zero bribery and corruption cases  Zero breaches of customer privacy and data	<ul style="list-style-type: none"> <li>2 whistleblowing reports received. Both cases were investigated by the relevant parties authorised by the Group Managing Director and have been addressed and closed</li> <li>There were no material breaches or substantiated complaints concerning customer privacy or data loss</li> </ul>
Responsible Waste Management	97% waste generated are diverted from landfill by 2027  Zero landfill waste by 2030	<ul style="list-style-type: none"> <li>Achieved. 97% of waste is recyclable</li> <li>In progress</li> </ul>
Climate Change	50% reduction in Scope 1 & Scope 2 emission intensity by 2026  70% reduction in Scope 1 & Scope 2 emission intensity by 2030  Net zero by year 2050  10% reduction in water withdrawal intensity by 2030	<ul style="list-style-type: none"> <li>Scope 1+2 emission intensity reduced by 71% (Market-based with FYE 2020 as base year)</li> <li>Achieved 14% water withdrawal intensity in FYE2024 for a cumulative 25% (FYE 2020 as base year)</li> </ul>
Health and Safety	Zero employee and contractor fatality  Lost Time Incident Rate (LTIR) below 1.7	<ul style="list-style-type: none"> <li>No fatalities were recorded for employees and contractors in FYE 2024</li> <li>LTIR 1.78</li> </ul>
Diversity & Fair Treatment	50% of management staff are women by 2026	<ul style="list-style-type: none"> <li>FYE 2024 achieved 51%</li> </ul>



# SUSTAINABILITY REPORT

## DELIVERING EXCELLENCE

### PRODUCT INNOVATION

#### Why it matters

Innovation gives a competitive edge by meeting evolving customer needs and staying relevant while quality and safety standards are important for customer retention and sustainable financial success.

#### Management approach

The Group's commitment to consistently deliver products and services that meet both customer and regulatory requirements is upheld by the ISO 9001:2015 Quality Management System accreditation across all its manufacturing plants.

Products meeting safety and quality standards are managed using Material Safety Data Sheets at the plants to identify potential hazards—including health, combustion, reactivity, and environmental risks—before approval for production use.

Compliance with established policies and processes is monitored by the Internal Audit department. Additionally, independent certification bodies are periodically engaged to assess ISO compliance and facilitate re-certification. We collaborate closely with our customers to understand their challenges and product requirements, enabling us to develop innovative, customised packaging solutions. We can provide materials sourced from sustainably managed resources and help customers optimise their packaging by using lighter paper combinations, eliminating unnecessary components, or redesigning shapes and structures, all while maintaining the functionality and performance of their packaging. These lightweighting initiatives offer significant environmental benefits, including reduced material usage for cartons of similar size, as well as lower energy consumption and lower emissions.

#### Our Performance

- In FYE 2024, Box-Pak (Malaysia) Bhd. helped a customer transition from a wrap-around carton made with 30% virgin fiber pulp to a regular-slotted carton made from 100% recycled paper. This change replaced 122 Metric Ton ("MT") of virgin fiber pulp with 100% recycled paper pulp. A paper lightweighting initiative was also carried out with another customer which resulted in a 3.3% improvement in yield and a savings of 20 MT of paper.



# SUSTAINABILITY REPORT

## DELIVERING EXCELLENCE

### DATA PRIVACY AND SECURITY

#### Why it matters

Complying with data privacy and security laws and standards is important to safeguard customer trust, minimise operational disruptions, and protect us from potential reputational damage. As data breaches become more frequent and sophisticated, ensuring the confidentiality, integrity, and protection of sensitive data is essential not only for regulatory compliance but also for maintaining the confidence of our stakeholders.

#### Management approach

Our Personal Data Protection Policy outlines how personal information is collected, stored, and processed to comply with data protection laws in the countries where we operate. This policy is regularly reviewed and updated to reflect changes in both legislation and emerging best practices in data privacy and security.

To safeguard our IT systems, we have implemented a range of security measures, including encryption and firewalls, to prevent unauthorised access and data breaches. Threat detection program is used to monitor our network and system continuously for signs of suspicious activity and address potential vulnerabilities.

We ensure the integrity and validity of user accounts are maintained through regular access reviews and strict user management practices, such as role-based access control, strong password protocols, and account lockouts to mitigate the risk of unauthorised access.

Regular training on data security and privacy best practices is part of employee education. Employees also receive regular emails on emerging cyber threats and reminders about precautionary measures to safeguard both personal and organisational data.

An internal incident response plan is in place to address potential breaches. Periodically we engage a third party to conduct penetration testing and review the adequacy of our security systems. These external audits help us identify areas of improvement and ensure we remain ahead of evolving cyber threats.

The Group intends to align its data security and management framework with ISO 27001 standards in the coming year as part of our ongoing commitment to continuous improvement and to enhance our ability to manage and protect sensitive data.

#### Our Performance

- In December 2024, the Group experienced a cybersecurity incident at its central server in Batu Caves, temporarily locking out system access for Malaysia operations. However, there was no breach or loss of personal or customer data. The issue has been resolved, and additional security measures have been implemented to prevent similar incidents in the future.



# SUSTAINABILITY REPORT

## DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN

### GOVERNANCE AND ETHICS

#### Why it matters

Ethical, transparent, and responsible governance forms the foundation of sustainability and enhances market reputation.

#### Management approach

To foster a culture of integrity and uphold high ethical standards across our Group and value chain, we have implemented the following:

- Anti-Corruption Policy ("AC Policy")  
Aligned with the Malaysian Anti-Corruption Commission (Amendment) Act 2018, this policy ensures compliance with anti-corruption laws in all countries where we operate and requires our organisation, directors, officers, and employees to adhere to these standards.
- Whistle-blowing Policy ("WB Policy")  
This policy provides a confidential, anonymous channel for reporting actual or suspected unethical conduct, allowing individuals to report malpractices directly to the Group Managing Director while ensuring whistleblower protection. Our WB Policy allows employees and external stakeholders to report unethical behaviour confidentially via email, phone, or mail.
- Employees Code of Conduct ("ECoC")  
The ECoC sets expectations for employees' work ethics, non-discriminatory behaviour, respect for human rights, and promotion of a safe, healthy work environment.
- Suppliers Code of Conduct ("SCC")  
The SCC requires our vendors to adhere to standards aligned with the United Nations ("UN") Guiding Principles, the International Labour Organisation (ILO), and the 10 Principles of the United Nations Global Compact. It covers key areas on labour practices (including freedom of association, working hours, child labour, forced labour, fair treatment and non-discrimination), safety and health (focusing on workplace environment, compliance with safety and health regulations and decent housing conditions), environmental practices (including permits, hazardous materials, and air, noise and water pollution), and business integrity (encompassing anti-bribery, grievance channels, fair competition, conflict minerals, and intellectual property).

All suppliers, both new and existing, are required to sign the SCC as a confirmation of their commitment to these standards while conducting business with us.

All managerial and key employees are required to sign an Annual Statement of Compliance on Independence and Anti-Corruption Behaviour. General Managers and Heads of Departments are also required to confirm they are unaware of any fraud or bribery within their business units.

To promote transparency and outlining the business norms when interacting with the Group, our ECoC, AC Policy, and WB Policy are accessible on our website (<https://boxpak.com.my/policies>).





# SUSTAINABILITY REPORT

## DELIVERING EXCELLENCE RESPONSIBLE SUPPLY CHAIN (continued)

### GOVERNANCE AND ETHICS (continued)

#### Management approach (continued)

New employees are required to complete an induction program to familiarise themselves with the Group's ECoC, AC Policy, WB Policy, and other relevant policies.

Our procurement team conducts regular field audits to ensure supplier compliance with our SCC.

As part of our commitment to enhance the management of supply chain risks, the Group became a member of Sedex (Supplier Ethical Data Exchange) in FYE 2024. Sedex's assessment tools cover an extensive area including labour rights, child and young worker protection, wages, health and safety, working hours, discrimination, business ethics, biodiversity, energy and emissions, waste, water, and the environment. These tools enable us to assess, monitor, and address critical issues within our supply chain, helping to drive improvements in ethical and sustainable practices. We plan to have at least 80% of our suppliers by spending value undergo this assessment, ensuring that a significant portion of our supply chain aligns with our ethical and sustainability principles.

#### Our Performance

Whistle-blowing	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Number of whistle-blowing reports received	0	0	0	2

- There were 2 whistle-blowing cases. These were investigated by relevant parties authorised by the Group Managing Director and have been addressed and closed as at end of FYE 2024.

	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Percentage of operations assessed for corruption-related risks	0%	60%	60%	100%

- 52 suppliers completed our self-assessment questionnaire on ethical business practices in FYE 2024.
- During the year, Sedex's assessment tool was used to review 18 key suppliers, representing 58% of our total spending. Of these, 17 suppliers were classified as 'low to medium risk,' with just one supplier identified as a primary focus for further engagement. This targeted approach allows us to efficiently manage and mitigate potential risks.
- The Sedex assessment tool also rated our group of companies between 2.7 and 3.7, describing the Group as exhibiting 'good to best practices' in management controls and highlighting our effective approach to risk management, which exceeds minimum standards.
- Spending on local suppliers in FYE 2024 for the Group was RM358 million (79% of total spending).



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT

### MATERIALS

#### Why it matters

The use of renewable and/or recycled materials is a key aspect of sustainability as it minimises resource depletion, reduces waste, and lowers the carbon footprint of production processes.

#### Management approach

##### Prime Materials

We primarily source our prime materials from sustainable suppliers. Majority of the paper rolls used in our carton plants come from FSC-CoC certified suppliers, ensuring that the entire supply chain adheres to global sustainability standards. In addition, a significant portion of the carton boxes produced is made from recycled paper pulp, further reinforcing our commitment to sustainability. All our carton plants are FSC-CoC certified, ensuring consistent adherence to these standards.

##### Lightweighting

We work with our customers to explore opportunities for reducing the weight of carton boxes without compromising on the product strength or performance. This helps to reduce material consumption and transportation costs.

##### Zero Waste to Landfill

A Zero Landfill Waste By 2030 goal has been established to ensure that all production by-products, scrap, and waste materials are either recycled or repurposed.

##### Employee Training and Awareness

Employees at all levels of the organisation receive training on sustainability practices, including reducing energy consumption, improving recycling efforts and embracing environmentally friendly methods.

### Our Performance

- FSC papers used in production in MT:

FYE 2020	FYE 2022	FYE 2023	FYE 2024
13,000	25,200	30,400	45,700
5.9%	12.1%	16.1%	22.0%

Note:

- Myanmar operations have been included from FYE2022, with data collection starting in that year.
- Figures are rounded to the nearest hundred.

- 97% of waste produced are diverted from disposal/landfill.
- Please refer to Product Innovation and Responsible Waste Management sections on pages 33 and 38 respectively, for additional information.



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT

### RESPONSIBLE WASTE MANAGEMENT

#### Why it matters

As a responsible Group, we acknowledge the waste generated by our operations and are committed to sustainable waste management practices to protect the environment and communities.

#### Management approach

Our Environmental Policy guides employees on their environmental responsibilities, while governance procedures ensure compliance with all relevant regulations in our operating countries.

Each plant's Safety, Health, and Environment ("SHE") Committee holds regular meetings to discuss environmental matters such as waste handling, disposal, and legal compliance, alongside safety and health issues, with management. The Committee is supported by a SHE Officer, who oversees implementation and follow-up at the operational level.

Internal Auditors conduct periodic compliance reviews, and independent certification bodies are engaged periodically to assess and re-certify our ISO compliance.

100% of our plants are ISO 14001:2015 Environmental Management System certified assuring their processes are in alignment with global best practices.

Solid waste primarily consists of paper scraps generated from the production processes like trimming, splicing, die-cutting, and spoilage. These scraps are collected by licensed collectors, who then sell or transfer them to paper manufacturing plants, where they are recycled and reused. Being fully recyclable, they are classified as waste **diverted from disposal**.

Other solid waste includes general office waste, packaging waste, and canteen waste. Additionally, there are scheduled wastes such as water-based waste ink, ink sludge, and waste glue, with ink sludge comprising over 90% of the total. These wastes are collectively classified as **directed to disposal**. Scheduled wastes are collected and stored in accordance with environmental regulations in each country, before being handled by licensed waste management companies for treatment and recovery. If recovery is not feasible, the waste is disposed of properly. In our previous reports, we classified these wastes as directed to disposal, without differentiating the potential for recovery or recycling. This year, following site visits and discussions with our service providers, we have improved our disclosure by reporting the amount that is recyclable or recoverable.

Our plants use water for cleaning and cooling machinery. As the wastewater produced may contain chemicals, as well as organic and inorganic compounds, it is directed to our Wastewater Treatment Plant ("WWTP") for proper treatment. Treated wastewater undergoes testing to ensure it meets environmental discharge standards, including pH, Biochemical Oxygen Demand (BOD), Chemical Oxygen Demand (COD), and Ammoniacal Nitrogen levels, before it can be released into the waterway.

All WWTPs operate in strict compliance with the environmental regulations of the jurisdictions where we operate. Additionally, all scheduled wastes are reported to the relevant environmental authorities. In Malaysia, this reporting and monitoring are carried out through the Department of Environment's e-SWIS system.



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT (continued)

### RESPONSIBLE WASTE MANAGEMENT (continued)

#### Our Performance

Waste diverted from disposal (MT)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Solid waste	36,800	37,300	34,800	35,800
Scheduled waste	-	-	-	1,200
Total	36,800	37,300	34,800	37,000
As a % of total waste	96	96	96	97

Waste directed to disposal (MT)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Solid waste	-	-	-	700
Scheduled waste	1,500	1,700	1,500	300
Total	1,500	1,700	1,500	1,000

Note:

- Waste diverted from disposal and waste directed to disposal figures are rounded to the nearest hundred.
- Myanmar operations have been included from FYE 2022, with data collection starting in that year.



Waste management company site visit – Box-Pak (Malaysia) Bhd.



Waste management company site visit – Box-Pak (Vietnam) Co., Ltd.



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT

### CLIMATE CHANGE

#### Why it matters

We recognise our responsibility to reduce our carbon footprint and contribute to environmental protection, while also seizing opportunities in the transition to a low-carbon economy.

#### Management approach

We are committed to reducing our environmental carbon footprint and enhancing operational resilience to create long-term value for both our business and stakeholders. Our Environmental Policy provides a framework for managing and minimising our environmental impact.

Our Roadmap outlines the key strategies, actions, and milestones required to reach our long-term goal of achieving net zero emissions by 2050. To ensure we stay on track, we have established intermediate targets to measure and monitor our progress.

#### Air Quality

Combustion in our boiler systems produces trace amounts of nitrogen dioxide (NO<sub>2</sub>), carbon monoxide (CO), carbon dioxide (CO<sub>2</sub>), sulphur dioxide (SO<sub>2</sub>), volatile organic compounds (VOCs), and particulate matter (PM). We plan to quantify these emissions for reporting within the next 2 years.

All our plants are required by law to conduct regular stack emissions monitoring on chimneys to ensure that emissions remain within the legal limits set by environmental agencies. Our emission levels are consistently well within the limits established by the environmental authorities in the countries where we operate.

#### Energy and Carbon Emissions

Electricity from the grid powers machinery in our manufacturing operations, while boiler systems provide hot water, steam, and heating.

In Malaysia, our boiler systems are powered by natural gas, while in Vietnam and Myanmar, biomass (waste wood) and liquefied petroleum gas ("LPG") are used respectively.

We are committed to responsibly managing our energy needs by exploring new technologies, renewable energy sources, and adopting best practices to enhance energy efficiency and consumption. Our Ho Chi Minh City plant is certified with the ISO 50001 energy management system, and we intend to expand the adoption of this framework to other plants in the coming years.

#### Water Consumption

Our Environmental Policy directs us to adopt a practical approach to water management, aiming to enhance water efficiency and encourage conservation. Our water usage mainly arises from manufacturing processes, including steam production for boilers, glue preparation, machinery cooling and cleaning, and staff facilities.

The Aqueduct Water Risk Atlas indicates that our Malaysia plants are in low water stress areas, while the Ho Chi Minh City plant falls in a low-to-medium risk area. However, the Hanoi and Myanmar plants are situated in medium-to-high risk regions. The management of the Vietnam-Singapore Industrial Park (VSIP) in Hanoi has assured us that the park's infrastructure is designed to provide a stable and adequate water supply year-round. We have not encountered any water supply issues thus far and will continue to monitor the sites as part of our ongoing risk management plan. To address potential periods of low water availability at our Myanmar plant, there is a rainwater harvesting system in place.



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT (continued)

### CLIMATE CHANGE (continued)

#### Management approach (continued)

##### Water Consumption (continued)

We are committed to water conservation and continuously explore opportunities to recycle wastewater for non-potable uses across our operations. For example, at our plants in Malaysia, wastewater from cleaning and cooling machinery is reused in the glue kitchen, where it is mixed with starch to produce glue for corrugated carton board production. We plan to start collecting data on this initiative and will report on its usage in our next report. In parallel, we promote responsible water management among our employees by raising awareness through water-saving campaigns and conducting regular leak checks in restrooms, canteens, and pantries to minimise waste.

#### Our Performance

- Plants in Vietnam:
  - o Scope 1: Reduction of 96% from base year is largely attributed to the full operation of biomass-powered boiler systems at both plants throughout FYE 2024 where emissions decreased by 97%.
  - o Scope 2: Achieved net-zero emissions through market-based approach.
- Plants in Malaysia:
  - o Scope 1: Primarily arise from the consumption of natural gas. In Malaysia, green natural gas and biomethane are still in its early development, and we aim to transition to such renewable source once they become commercially available.
  - o Scope 2: Reduction of 24% in FYE 2024 from base year is attributed to our plants subscribing to the Green Electricity Tariff (GET) program by Tenaga Nasional Berhad, where electricity is generated from renewable energy sources such as solar, hydro, and biomass, and supplied through the national grid.
- In Myanmar, we continuously explore sustainable energy options to replace LPG and transition to greener sources as they become commercially available.

Energy Consumption (GJ)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Electricity	80,900	86,800	78,000	78,300
Natural Gas	60,600	57,800	61,100	68,700
Coal	118,300	83,100	21,000	-
Biomass	-	64,300	131,300	159,700
Petrol, Diesel and LPG	-	-	13,300	14,100
Total	259,800	292,000	304,700	320,800
Intensity (GJ/RM `mil)	400.22	374.01	468.67	476.38

Note:

1. Myanmar operations have been included from FYE 2022, with data collection starting in that year.
2. Figures are rounded to the nearest hundred.
3. Data collection and disclosure for petrol, diesel and LPG started in FYE 2023.



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT (continued)

### CLIMATE CHANGE (continued)

#### Our Performance (continued)

#### Water Consumption (Megalitres)

Water Withdrawal	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Municipal Water	206	210	174	159
Harvested Rainwater	-	13	9	6
Total (A)	206	223	183	165
Intensity (Megalitres/RM 'mil)	0.32	0.29	0.28	0.24
<b>Less: Water Discharged</b>				
Treated Water (B)	-	-	97	97
<b>Net Consumption (A-B)</b>	206	223	86	68

Note: Data collection and disclosure of treated wastewater released to local waterway started in FYE 2023.

- Water consumption at plants located in medium-to-high risk region is 28 Megalitres. The usage intensity at these locations is 0.25.

#### Our GHG Inventory

Emissions (tCO <sub>2</sub> e)	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Direct GHG Emissions – Scope 1 <sup>3,4</sup>	15,400	12,300	8,300	5,200
Indirect GHG Emissions – Scope 2 <sup>5,6</sup> (Market-based)	18,200	11,500	7,100	5,000
Indirect GHG Emissions – Scope 3 <sup>8</sup>				
Category 6: Business Travel	-	-	-	20
Category 7: Employee Commuting	-	-	-	1,000
Total	33,600	23,800	15,400	11,220
Intensity (tCO <sub>2</sub> e/RM 'mil)	51.87	30.51	23.63	16.55

Note:

- Figures are rounded to the nearest hundred. Group's revenue (inclusive of inter-company sales) is used as the denominator for the calculation of intensity tCO<sub>2</sub>e/RM'mil.
- Myanmar operations have been included from FYE 2022 with data collection starting in that year.
- Scope 1: Emissions sources are natural gas, biomass and coal. For FYE 2023 onwards, we have included petrol, diesel, LPG and refrigerants. We did not collect these additional data prior to FYE 2023.
- Scope 1 emissions are calculated based on emission factors published by the Intergovernmental Panel on Climate Change ("IPCC") Guidelines for National Greenhouse Gas Inventories, GHG Protocol: Emission Factors from Cross-Sector Tools and GHG Protocol: Global Warming Potential Values (IPCC Fifth Assessment Report, 2014 (AR5)).



# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT (continued)

### CLIMATE CHANGE (continued)

#### Our Performance (continued)

#### Our GHG Inventory (continued)

Note: (continued)

5. Scope 2: Emission source is purchased electricity from the national grid.
6. Scope 2 emissions are calculated based on emission factors published by Energy Commission for Peninsular Malaysia electricity grid 2022, Department of Climate Change on research and develop emission factors for Vietnam's electricity grid 2023 and Myanmar Japan Thilawa Development Ltd for Thilawa Special Economic Zone electricity grid.
7. Scope 2 emissions for FYE 2022 and FYE 2023 have been restated due to the availability of updated emission factors for Malaysia and Vietnam. As a result of the restatement, emissions were reduced by 7.3% and 4.1%, and emissions intensity was reduced by 6.9% and 3.5% for FYE 2022 and FYE 2023, respectively.
8. Data for Scope 3 other indirect emissions calculations is limited to business travel and employee commuting. Business travel covers air travel only and uses a distance-based method. Employee commuting is based on estimated travel distances.

Scope 2 GHG Emissions (Location-based)	FYE 2020	FYE 2022 <sup>3</sup>	FYE 2023 <sup>3</sup>	FYE 2024
Emissions (tCO <sub>2</sub> e)	18,200	16,300	14,500	14,600
Intensity (tCO <sub>2</sub> e/RM 'mil)	28.1	20.8	22.3	21.7

Note:

1. Figures are rounded to the nearest hundred.
2. Myanmar operations have been included from FYE 2022 with data collection starting in that year.
3. Restated to reflect updated emission factors for Malaysia and Vietnam. As a result of the restatement, emissions and intensity decreased by 10% and 11%, respectively, for both FYE 2022 and FYE 2023.





# SUSTAINABILITY REPORT

## CARING FOR THE ENVIRONMENT (continued)

### CLIMATE CHANGE (continued)

#### Our Performance (continued)

#### Biogenic Emissions

Type of Energy	FYE 2020	FYE 2022	FYE 2023	FYE 2024
Biomass (tCO <sub>2</sub> )	-	7,200	14,700	17,900



Rainwater Harvesting system –  
Boxpak (Myanmar) Company Limited



Biomass Boiler No.1 –  
Box-Pak (Vietnam) Co., Ltd.



Meter to measure recycled water used at  
glue kitchen – BP MPak Sdn. Bhd.



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE

### HEALTH AND SAFETY

#### Why it matters

We are committed to safeguarding the health, safety, and well-being of our employees, as well as everyone on-site at our premises. We maintain a supportive work environment that prevents injuries and illnesses, thereby enhancing productivity and efficiency.

#### Management approach

The Group's Safety and Health Policy guides employees, contractors and visitors in adhering to safety precautions at our plants.

The SHE Committees at each plant, made up of representatives from various departments, ensure a balanced participation and consultation on safety and health matters. These committees provide a formal platform for employees to meet quarterly, review concerns, and report on any work-related hazards or hazardous situations. They are supported by safety officers who ensure compliance with regulations.

To ensure the safety and well-being of our employees, the Group implements a range of preventive and protective measures, including:

- Provision of Personal Protective Equipment for all workers.
- Annual audiometric testing for employees.
- Access to healthcare services through a network of public and private clinics.
- Periodic monitoring of noise levels at plants.
- Routine inspection of firefighting systems and equipment to ensure they remain fully operational and compliant with safety standards.
- Regular fire drills at plants to ensure preparedness in case of an emergency.
- Installation of safety guards on machinery that poses a high risk of injury.
- Training on the identification and handling of hazardous chemicals.

100% of the Group's plants are certified under the ISO 45001:2018 Occupational Health and Safety Management System Standard, providing assurance that our systems and processes are aligned with global best practices. As part of our ISO certification and risk management framework, regular safety audits and inspections are conducted to identify potential hazards in the workplace. All work-related incidents are reported, reviewed, and investigated by the safety officer, with corrective actions taken to prevent recurrence.



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### HEALTH AND SAFETY (continued)

#### Our Performance

- Total training hours invested on health and safety courses in FYE 2024 was 27,647 hours and attended by 1,811 employees.

	FYE 2020	FYE 2022	FYE 2023	FYE 2024
<b>Work-Related Injury by Case</b>				
- Minor injury	65	38	42	35
- Major injury	12	3	13	20
- Fatality	-	-	-	-
<b>Lost time injury (Days)</b>	663	351	535	481
<b>Work-Related Ill-health by Case</b>				
No of cases	-	-	-	-

Note: Myanmar operations have been included from FYE 2022 with data collection starting in that year.

- Lost Time Incident Rate (LTIR) FYE 2024: 1.78 (FYE 2023: 1.59).
- Health and Safety training courses attended by our employees across operating entities:
  - Usage of Emergency Eye Wash and Shower
  - Chemical Spillage and Scheduled Waste Handling
  - Safety and Good Manufacturing Practices training
  - Fire Safety and Emergency Response Team training
  - Forklift Safety Handling Training and refresher
  - Mental Health Awareness: Occupational Psychological First Aid
  - Hearing Conservation training
  - Hand Injury Awareness
  - Confined Space Safety training



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### HEALTH AND SAFETY (continued)

#### Our Performance (continued)



Shift workers audiometric test – Box-Pak (Malaysia) Bhd.



Boiler safety inspection – Box-Pak (Malaysia) Bhd.



Indoor noise and air quality monitoring – Boxpak (Myanmar) Company Limited



Forklift handling training – Box-Pak (Malaysia) Bhd.



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE

### DIVERSITY AND FAIR TREATMENT

#### Why it matters

Diversity and inclusivity give us a competitive edge by bringing a wide range of knowledge, perspectives, and ideas. We are committed to equal employment opportunities and preventing discrimination by actively promoting diversity in gender, race, religion, age, and nationality.

#### Management approach

Our ECoC establishes the ethical standards and policies that all employees are required to adhere to. It outlines expectations for ethical behaviour, provides grievance channels, and ensures fair labour practices. The ECoC explicitly prohibits underage labour, harassment, bullying, and discrimination based on gender, ethnicity, nationality, cultural background, marital status, disability, or age, as well as forced labour. It also guarantees fair wages, reasonable working hours, and the right to freedom of association.

We offer competitive remuneration, and our employee benefits include provisions that foster a supportive work environment, such as occasional time off, parental leave, compassionate leave, and examination leave.

We are committed to equal opportunities in recruitment and career advancement. Our job postings are on platforms which are accessible to a wide range of candidates from diverse backgrounds. Career progression opportunities are determined based on merit. Employees who demonstrate exceptional performance and capability would be promoted, regardless of their tenure, gender, race, nationality, disability, or religion. Promotions are earned through excellence in work instead of seniority or hierarchy.

Local employees are engaged at our plants in Vietnam and Myanmar. In Malaysia, the Group partners with recruitment agents to hire migrant workers. Agents engaged by the Group are required to sign an agreement confirming that they will not charge fees to workers and must provide clear explanations of employment terms in the workers' native language prior to contract signing. All migrant workers are employed with valid work permits, and the retention of workers' documents is strictly prohibited.

Migrant workers at our Malaysia plants are provided with accommodation with free accessibility that comply with the Minimum Wages Order 2022, the Employment Act 1955 (as amended), and the Employees' Minimum Standards of Housing, Accommodations and Amenities (Amendment) Act 2020 (Act 446).

Periodic audits are conducted by our Internal Audit department to ensure compliance.

All our plants are members of Sedex, a global organisation committed to improving ethical and responsible labour practices.



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### DIVERSITY AND FAIR TREATMENT (continued)

#### Our Performance

- 2,150 employees in the Group (FYE 2020: 2,315 employees).
- 54% local employees in Malaysia, 98% local employees in Myanmar and 99% local employees in Vietnam plants.
- 27% of the workforce are female (FYE 2020: 25%). 51% of management staff are women (FYE 2020: 46%).

Employees by Age Group	FYE 2020	FYE 2022	FYE 2023	FYE 2024
<b>&lt; 30 years</b>				
Management	31	31	30	27
Non-Management	889	897	783	708
<b>Total</b>	<b>920</b>	<b>928</b>	<b>813</b>	<b>735</b>
<b>30 – 50 years</b>				
Management	77	89	90	99
Non-Management	1,229	1,246	1,219	1,144
<b>Total</b>	<b>1,306</b>	<b>1,335</b>	<b>1,309</b>	<b>1,243</b>
<b>&gt; 50 years</b>				
Management	17	26	23	26
Non-Management	72	102	133	146
<b>Total</b>	<b>89</b>	<b>128</b>	<b>156</b>	<b>172</b>
<b>Grand Total</b>	<b>2,315</b>	<b>2,391</b>	<b>2,278</b>	<b>2,150</b>

Employees by Gender	FYE 2020	FYE 2022	FYE 2023	FYE 2024
<b>Male</b>				
Management	68	75	73	74
Non-Management	1,660	1,672	1,619	1,490
<b>Total</b>	<b>1,728</b>	<b>1,747</b>	<b>1,692</b>	<b>1,564</b>
<b>Female</b>				
Management	57	71	70	78
Non-Management	530	573	516	508
<b>Total</b>	<b>587</b>	<b>644</b>	<b>586</b>	<b>586</b>
<b>Grand Total</b>	<b>2,315</b>	<b>2,391</b>	<b>2,278</b>	<b>2,150</b>

Note: Myanmar operations have been included from FYE 2022 with data collection starting in that year.





# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE

### EMPLOYEE ENGAGEMENT

#### Why it matters

Our employees are essential to our success. By fostering trust and listening to their feedback, we create a positive work environment. Through continuous education, training, and development, we empower them to improve skills and deliver better results.

#### Management approach

We are committed to building a work environment and culture that fosters an engaged, skilled, and motivated workforce, driving sustainable growth.

#### Employee Engagement

Employee engagement goes beyond job satisfaction; it's about helping employees feel connected to their work and the company's mission and values. Engaged employees are often more productive, contribute creative ideas, and are more likely to stay with the organisation.

The Group promotes open communication, with senior management being approachable and accessible. Periodic town halls are held to update employees on the Group's sustainability practices and other developments, and news is regularly shared through the Group's intranet news portal.

An employee survey is conducted every two years to understand their satisfaction and areas of concern. The feedback provides valuable insights that help us adjust and improve policies, programs, and work conditions. The last survey was conducted in September 2021 with a satisfaction score of 74%.

#### Training and Development

A workforce that continuously grows in terms of skill and knowledge is better equipped to meet the challenges of an ever-changing market hence investing in employee development helps organisations stay competitive and adaptive to industry changes.

We continuously assess and update our training programs to address skill gaps and support career development. Our initiatives include cross-functional training, technical training, leadership development, soft skills enhancement, online courses, certifications, workshops, and in-house seminars.

We foster lifelong learning by offering opportunities such as fee reimbursement, access to professional certifications, and flexible work schedules to support employees in pursuing further education. We also collaborate with local universities, technical institutes, and other educational institutions to offer internships for graduate programs, contributing to the growth of the next generation of talent.

Last year, our Malaysia plants began collaborating with local institutes under the Malaysian government's Skim Latihan Dual Nasional (SLDN) program to develop a skilled workforce. This year, we've expanded the collaboration to include institutes in other states, making it more accessible and reaching a broader community interested in industrial training, particularly in Printing & Electrical Technology and Flexo-printing courses.



# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### EMPLOYEE ENGAGEMENT (continued)

#### Management approach (continued)

##### Social Relations

The Group hosts a variety of social gatherings and events throughout the year, creating opportunities for employees to connect and build relationships outside of their regular work. These events, such as cultural festival get-togethers, 'gotong-royong' (community work), and sporting activities, foster a sense of community and camaraderie among our diverse workforce.

We also actively encourage employees to participate in volunteer programs, corporate social responsibility ("CSR") projects, and community outreach initiatives, such as charity drives for food, clothing, or school supplies, environmental clean-up efforts, and supporting local shelters or senior citizen homes through donations or volunteer services. These programs provide employees with the opportunity to contribute meaningfully to causes they care about while making a tangible difference in the community.

Our group's social and CSR activities throughout the year are regularly shared and broadcast on our LinkedIn page: <https://www.linkedin.com/company/kian-joo-can-factory-berhad/posts/>.

#### Our Performance

- An employee satisfaction survey was conducted in 2024 and produced a score of 83%.
- Staff turnover rate for FYE 2024 was 3.15% (FYE 2020: 3.29%).
- Total training hours by:
  - o Management: 3,964 hours (average of 27.72 hours per employee).
  - o Non-management: 55,252 hours (average of 28.66 hours per employee).
- In FYE 2024, Yayasan Canone Kianjoo contributed RM2,124,000 (FYE 2023: RM464,000) to various causes as follows:
  - o Scholarships and education support RM430,000 (number of beneficiaries: 18)
  - o Schools and Institutes RM463,000 (number of beneficiaries: 8)
  - o Healthcare and medical support RM246,000 (number of beneficiaries: 13)
  - o Underprivileged and welfare homes RM648,000 (number of beneficiaries: 15)
  - o NGOs and others RM337,000 (number of beneficiaries: 17)





# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### EMPLOYEE ENGAGEMENT (continued)

#### Our Performance (continued)



Scholarships to 87 students from Grade 1 to 12 with excellent academic achievement – Box-Pak (Vietnam) Co., Ltd.



ESG and Environmental awareness training – Box-Pak (Vietnam) Co., Ltd.



Outstanding Union member awards - Box-Pak (Vietnam) Co., Ltd.





# SUSTAINABILITY REPORT

## EMPOWERING OUR PEOPLE (continued)

### EMPLOYEE ENGAGEMENT (continued)

#### Our Performance (continued)



Best Employer, Central Region award – Box-Pak (Malaysia) Bhd.



Technical and Vocational Education and Training (TVET) Career Talk – Box-Pak (Malaysia) Bhd.



Taman Eko Rimba clean up – BP MPak Sdn. Bhd.



Futsal tournament – Box-Pak (Malaysia) Bhd.



# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES

We are committed to addressing climate change, reduce our environmental footprint, and enhance operational resilience as part of our broader strategy for long-term sustainability. Our climate-related disclosures are guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and the IFRS S2 Climate-related Disclosures framework.

### Governance

During the year, climate-related considerations were incorporated into the Board's Terms of Reference to enhance its oversight, reflecting the growing importance of the topic within the Group's governance framework. Similarly, the Terms of Reference for the Audit and Risk Management Committee and the SC were updated to strengthen their roles in supporting the Board on climate-related matters and ensuring effective integration into our ERM framework.

The Sustainability Reporting Executive Committee, at the corporate level and the RMSWG at the management level support the Board and its sub-committees in advancing climate-related initiatives. The RMSWG, which includes senior and middle management representatives from across the Group's operating companies, is coordinated by the Corporate Sustainability department. RMSWG drives execution, monitors activities, and tracks performance against targets. They meet quarterly to review initiatives, assess progress, and address any emerging issues to ensure objectives are being met. Updates are provided to the Board twice a year. This collaborative structure ensures seamless alignment between strategic oversight and operational execution.

### Strategy

We conducted a scenario analysis to gain a deeper understanding of climate-related risks and opportunities, along with their potential financial and non-financial impacts on the Group. This analysis enables us to formulate effective strategies for mitigation, adaptation and ensuring the Group's long-term resilience.

The Shared Socioeconomic Pathways ("SSPs") and Representative Concentration Pathways ("RCPs") models developed by the IPCC were selected for our assessment as they allow us to assess scenarios based on varying levels of GHG emissions and socioeconomic developments. To ensure a comprehensive assessment, we explored two distinct climate futures:

- SSP1-RCP1.9: A rapid global decarbonisation through stringent climate policies, technological innovation, and widespread adoption of sustainable practices. This scenario aims to limit global warming to 1.5°C, in line with the targets set by the Paris Agreement.
- SSP5-RCP8.5: A business-as-usual scenario, where there is rapid economic growth, increased energy demand, and a heavy reliance on fossil fuels. There is limited climate policies or technological advancements to mitigate emissions which will result in a significant rise in greenhouse gas concentrations leading to a global warming of more than 4°C.

We also utilised Aqueduct Tools from the World Resources Institute (WRI) to provide additional insights.



# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES (continued)

Climate-related risks and opportunities the Group may face under the two climate futures, along with their potential financial and non-financial impacts and the associated time horizons, are summarised below.

Scenario: SSP1-RCP1.9

### Physical risks

	Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
					S	M	L	
Risks	Physical	Acute Floods disrupt transportation, supply chain and production. Heatwaves cause frequent power failure, operation efficiency and higher operational cost	* Direct operations * Upstream	Reduced revenue/ decreased production (supply chain disruption)				Medium
		Chronic Rising sea and riverine level. Infrastructure damage, higher insurance premium and operational downtime. Water stress: Operation disruption and higher operational cost	* Direct operations * Upstream	Increased operating cost and capital cost				Medium

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

### Transition risks

	Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
					S	M	L	
Risks	Transition	Regulatory Carbon taxes, tighter regulations and compliance cost. Increased input/operating costs for high carbon activities and threats to securing license to operate for high carbon activities	* Direct operations * Upstream	Higher cost to comply with regulations Investment in green energy Increased cost from upstream inefficient suppliers				Medium
		Technology Transition to lower emissions technology. New technologies that disrupt market	* Direct operations * Upstream * Downstream	Increased expenses and investment in energy efficient machinery Pressure to decarbonise upstream suppliers could disrupt availability				High

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.





# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES (continued)

Scenario: SSP1-RCP1.9 (continued)

Transition risks (continued)

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Transition	Market	Changing consumer behaviour. Reduced demand for high-carbon products	* Direct operations * Upstream * Downstream	Increased product development cost in terms of design and material selection				Low
		Reputation	Risk of loss of trust and confidence in management	* Direct operations	Low due to mitigation control plan and strategies in place to comply with regulations				Low

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

Scenario: SSP5-RCP8.5

Physical risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Physical	Acute	Increased frequency and severity causing more widespread disruptions to transportation, supply chain and production	* Direct operations * Upstream	Reduced revenue / decreased production (supply chain disruption)				High
		Chronic	Rising sea and riverine level. Vietnam (Red river and Mekong river) and Myanmar (Irrawaddy river) would impact supply chain and operational downtime. Water stress: Hanoi plant could be exposed to higher operational cost in securing water supply	* Direct operations * Upstream	Increased operating cost and capital cost. Plants in Vietnam and Myanmar could be impacted and could face high insurance premium or reduced availability				High

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.



# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES (continued)

Scenario: SSP5-RCP8.5 (continued)

### Transition risks

		Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
						S	M	L	
Risks	Transition	Regulatory	Slow transition to a low carbon economy with regulators adopting a lenient approach and less urgency to introduce policies	* Direct operations * Upstream	Low cost to comply with regulations				Low
		Technology	Slow adoption of lower emissions technology as regulators not pushing to achieve carbon neutrality target	* Direct operations * Upstream * Downstream	Low expenses and low investment on low-carbon technologies				Low
		Market	Low demand for low-carbon products due to slow development of climate-change regulations	* Direct operations * Upstream * Downstream	Minimal impact on our aluminium, tin and metal cans and carton boxes products				Low
		Reputation	Risk of loss of trust and confidence in management	* Direct operations	Low due to low compliance requirements				Low

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.



# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES (continued)

### Climate-related Opportunities Identified

	Risk Type	Description	Value Chain	Impact	Time Horizon			Financial Impact
					S	M	L	
Opportunities	Resource Efficiency	Use of more efficient production and distribution processes. More efficient use of water resources	* Direct operations * Upstream	Reduced operating cost through efficiency gains and cost reductions				Low
	Energy Source	Renewable energy adoption	* Direct operations * Upstream	Reduced exposure to future fossil-based fuel price increases				Medium
	Technology	Access to government green grants, subsidies and incentives	* Direct operations	Reduced capital investment and/or operational cost				Medium
	Products & Services	Development and expansion of new products through R&D and innovation	* Direct operations * Upstream * Downstream	Increased revenue				Medium
	Resilience	Resources substitution and diversification	* Direct operations * Upstream * Downstream	Ability to remain resilient under low-emission environment				Medium

Note: Short-Term (S): 3 years and below, Medium Term (M): 3 – 10 years and Long-Term (L): above 10 years.

Our strategies, priorities, and milestones to mitigate and adapt to the above climate-related risks and enhance our resilience are outlined in our Roadmap on page 31.



# SUSTAINABILITY REPORT

## CLIMATE-RELATED DISCLOSURES (continued)

### Risk Management

Risks identified through the scenario analysis are evaluated based on their likelihood and potential financial impact. Likelihood is rated on a scale from highly unlikely to highly likely, considering factors such as historical data and emerging trends, while potential financial impact is assessed from very low to very high, depending on its impact to revenue, costs, asset values, and liabilities.

In our ERM framework, we prioritise highly likely and very high impact risks for action, while low likelihood and low impact risks are monitored to ensure they remain within the Group's defined risk appetite.

Our climate related risks are managed under Responsible Waste Management and Climate Change. Please refer to pages 38 to 44.

### Metrics and Targets

Quantitative and qualitative climate-related targets are established to monitor our progress. These targets apply to all entities within the Group. The metrics used to track our performance include GHG intensity, water withdrawal intensity, and solid waste management. For more details, please refer to our Targets and Roadmap on page 31, Performance Scorecard, Responsible Waste Management and Climate Change on pages 32, 38 to 44 respectively.

Metrics are monitored, and progress toward targets is reported and discussed quarterly at the RMSWG meeting. Bi-annually, the progress report is presented to the Board. A qualified Independent third party validates our annual data on GHG emissions, waste, and water consumption, to provide assurance of our metrics accuracy and credibility.

Some GHG emissions metrics are also linked to key management compensation to align incentives with sustainability goals and ensure accountability for meeting emissions targets.

### Limitations and Assumptions in Climate Projections

Making future projections involves managing various uncertainties and unforeseen circumstances, which present significant challenges. The assumptions underlying these projections are subject to change due to evolving external factors, market dynamics, and uncertainties related to climate risks. It is important to consider these limitations when interpreting climate future projections.





## PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM

Box-Pak (Malaysia) Bhd. as a Listed Issuer is required to provide mandatory ESG disclosures as part of the Main Market Listing Requirements. This aligns with the updated Sustainability Reporting Guide, 3rd Edition. The table below presents performance data that is relevant to our significant concerns. These figures have been verified both internally and externally, as indicated for each indicator:

Indicator	Measurement Unit	2023	2024
<b>Bursa (Anti-corruption)</b>			
Bursa C1(a) Percentage of employees who have received training on anti-corruption by employee category			
Overall	Percentage	26.00	53.00
Bursa C1(b) Percentage of operations assessed for corruption-related risks	Percentage	60.00	100.00
Bursa C1(c) Confirmed incidents of corruption and action taken	Number	0	0
<b>Bursa (Supply chain management)</b>			
Bursa C7(a) Proportion of spending on local suppliers	Percentage	79.00	79.00
<b>Bursa (Waste management)</b>			
Bursa C10(a) Total waste generated	Metric tonnes	36,300.00	38,000.00
Bursa C10(a)(i) Total waste diverted from disposal	Metric tonnes	34,800.00	37,000.00
Bursa C10(a)(ii) Total waste directed to disposal	Metric tonnes	1,500.00	1,000.00
<b>Bursa (Energy management)</b>			
Bursa C4(a) Total energy consumption	Megawatt	84,639.00	89,111.00
<b>Bursa (Water)</b>			
Bursa C9(a) Total volume of water used	Megalitres	86.000000 *1	68.000000
<b>Bursa (Emissions management)</b>			
Bursa C11(a) Scope 1 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	8,300.00	5,200.00
Bursa C11(b) Scope 2 emissions in tonnes of CO <sub>2</sub> e	Metric tonnes	7,100.00 *2	5,000.00
Bursa C11(c) Scope 3 emissions in tonnes of CO <sub>2</sub> e (at least for the categories of business travel and employee commuting)	Metric tonnes	No Data Provided	1,020.00
<b>Bursa (Health and safety)</b>			
Bursa C5(a) Number of work-related fatalities	Number	0	0
Bursa C5(b) Lost time incident rate ("LTIR")	Rate	1.59	1.78
Internal assurance	External assurance	No assurance	(*)Restated

### Notes:

- 1 Net water consumption. Refer to page 42 of Annual Report.
- 2 Restated due to availability of updated emission factor. Refer to page 42 of Annual Report.

## PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM (continued)

Indicator	Measurement Unit	2023	2024
Bursa C5(c) Number of employees trained on health and safety standards	Number	1,160	1,811
<b>Bursa (Diversity)</b>			
Bursa C3(a) Percentage of employees by gender and age group, for each employee category			
Age Group by Employee Category			
Management Under 30	Percentage	21.00	18.00
Management Between 30-50	Percentage	63.00	65.00
Management Above 50	Percentage	16.00	17.00
Non-Management Under 30	Percentage	37.00	36.00
Non-Management Between 30-50	Percentage	57.00	57.00
Non-Management Above 50	Percentage	6.00	7.00
Gender Group by Employee Category			
Management Male	Percentage	51.00	49.00
Management Female	Percentage	49.00	51.00
Non-Management Male	Percentage	76.00	75.00
Non-Management Female	Percentage	24.00	25.00
Bursa C3(b) Percentage of directors by gender and age group			
Male	Percentage	86.00	71.00
Female	Percentage	14.00	29.00
Under 30	Percentage	0.00	0.00
Between 30-50	Percentage	28.60	29.00
Above 50	Percentage	71.40	71.00
<b>Bursa (Labour practices and standards)</b>			
Bursa C6(a) Total hours of training by employee category			

Internal assurance

External assurance

No assurance

(\*)Restated





## PERFORMANCE DATA TABLE FROM BURSA ESG REPORTING PLATFORM (continued)

Indicator	Measurement Unit	2023	2024
Management	Hours	3,695	3,964
Non-Management	Hours	50,478	55,252
Bursa C6(b) Percentage of employees that are contractors or temporary staff	Percentage	5.30	8.50
Bursa C6(c) Total number of employee turnover by employee category			
Management	Number	26	25
Non-Management	Number	1,435	812
Bursa C6(d) Number of substantiated complaints concerning human rights violations	Number	0	0
<b>Bursa (Community/Society)</b>			
Bursa C2(a) Total amount invested in the community where the target beneficiaries are external to the listed issuer	MYR	464,000.00	2,124,000.00
Bursa C2(b) Total number of beneficiaries of the investment in communities	Number	30	71
<b>Bursa (Data privacy and security)</b>			
Bursa C8(a) Number of substantiated complaints concerning breaches of customer privacy and losses of customer data	Number	0	0

Internal assurance

External assurance

No assurance

(\*)Restated



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 2: General Disclosures 2021			
2-1	Organisational details	21 4-12	Box-Pak (Malaysia) Bhd. is a Bursa-listed company. Refer to About This Report. Refer to Corporate Information and Management Discussion and Analysis ("MDA") in AR 2024
2-2	Entities included in the organisations' sustainability reporting	21	Scope and Boundary
2-3	Reporting period, frequency, and contact point	21	About this report
2-4	Restatement of information	21	Certain data have been restated. Refer to Restatements
2-5	External assurance	22	Refer to Statement of Assurance
2-6	Activities, value chain, and other business relationships	4-12	Refer to the MD&A
2-7	Employees	48-49	Refer to the Diversity and Fair Treatment section
2-8	Workers who are not employees	–	201 workers (8.5%)
2-9	Governance structure and composition	24 79-81	Refer to the Governance Structure section and Corporate Governance Overview Statement under Nomination Committee in AR 2024
2-10	Nomination and selection of the highest governance body		
2-11	Chair of the highest governance body		
2-12	Role of the highest governance body in overseeing the management of impacts		
2-13	Delegation of responsibility for managing impacts		
2-14	Role of the highest governance body in sustainability reporting		
2-15	Conflicts of interest	90-91	Refer to the Audit and Risk Management Committee Report
2-16	Communication of critical concerns		
2-17	Collective knowledge of the highest governance body	79-81	Refer to the Corporate Governance Overview Statement under Nomination Committee



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures			
GRI 2: General Disclosures 2021 (continued)						
2-18	Evaluation of the performance of the highest governance body	77-81	Refer to Corporate Governance Overview Statement under Remuneration Committee and Nomination Committee in AR 2024			
2-19	Remuneration policies	77				
2-20	The process to determine the remuneration					
2-22	Statement of sustainability development strategy	20	Refer to the Group Managing Director’s message			
2-23	Policy commitments	35	Refer to the Governance and Ethics section			
2-24	Embedding policies commitments	25, 35	Refer to Sustainability in Our Business Processes section and Governance and Ethics section			
2-25	Processes to remediate negative impacts	90, 92	Refer to Audit and Risk Management Committee Report and Statement of Risk Management and Internal Control			
2-26	Mechanisms for seeking advice and raising concerns	35	Refer to the Governance and Ethics section			
2-27	Compliance with laws and regulations	35, 38, 40	Governance and Ethics section Responsible Waste Management section Climate Change section			
2-28	Membership associations	32	Refer to memberships and Association section			
2-29	Approach to stakeholder engagement	26	Refer to the Stakeholders Engagement section			
2-30	Collective bargaining agreements	–	71 employees (13%) in Malaysia Plants and 1,302 employees (96%) in Vietnam Plants are covered by the Collective Agreement			
3-1	The process to determine material topics	27	Refer to the Materiality Assessment Process section			
3-2	List of material topics	28	Refer to the Materiality Matrix section			
GRI 201: Economic Performance 2016						
3-3	Management of material topics	33	Refer to Management Approach in the Product Innovation section			
201-1	Direct economic value generated and distributed	–				
			RM ’ million	FYE 2022	FYE 2023	FYE 2024
			Revenue	765.8	644.4	666.3
			Operating Cost	646.1	525.8	550.2
			Payment to Capital provider	12.5	15.4	13.6
			Employee wages and benefits	86.3	82.7	82.2
			Payment to Government	2.0	2.8	3.0
Payment to Shareholders	–	–	–			



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 201: Economic Performance 2016 (continued)			
201-2	Financial implications and other risks and opportunities due to climate change	54-59	Refer to Climate-Related Disclosures section
201-3	Defined benefit plan obligations and other retirement plans	154	Refer to Note 19 of Financial Statements
201-4	Financial assistance received from government	156	Tax incentives such as reinvestment allowance and income exemption for value of increase of exports. Refer to Note 20 of Financial Statements
GRI 204: Procurement practices 2016			
3-3	Management of material topics	37,35	Refer to Materials section and Governance and Ethics section
204-1	Proportion of spending on local suppliers	36	79% (RM358 mil)
GRI 301: Materials 2016			
3-3	Management of material topics	37	Refer to Materials section
302-1	Materials used by weight or volume		
302-2	Recycled input materials used		
302-3	Reclaimed products and their packaging materials		
GRI 205: Anti-Corruption 2016			
3-3	Management of material topics	35	Refer to Management Approach in the Governance and Ethics section
205-1	Operations assessed for risks related to corruption	90	Refer to the Audit and Risk Management Committee Report
205-2	Communication and training about anti-corruption policies and procedures	35	Refer to the Governance and Ethics section
205-3	Confirmed incidents of corruption and actions taken	35	Refer to Our Performance under the Governance and Ethics section
GRI 302: Energy 2016			
3-3	Management of material topics	40	Refer to Management Approach in Climate Change section
302-1	Energy consumption within the organisation	41	Refer to the Climate Change section
302-3	Energy intensity	41	Refer to the Climate Change section
302-4	Reduction of energy consumption	41	-
302-5	Reduction in energy requirements of products and services	41	-



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 303: Water and Effluent 2018			
3-3	Management of material topics	40	Refer to Management Approach in Climate Change section
303-1	Interactions with water as a shared resource		
303-2	Management of water discharge-related impacts	38, 40	Refer to Management Approach in the Responsible Waste Management section and Climate Change section
303-3	Water withdrawal	42	Refer to Water Consumption in Climate Change section
303-4	Water discharge		
303-5	Water Consumption		
GRI 305: Emission 2016			
3-3	Management of material topics	40	Refer to Management Approach in Climate Change section
305-1	Direct (Scope 1) GHG emissions	42	Refer to the Climate Change section
305-2	Energy indirect (Scope 2) GHG emissions	42	
305-3	Other indirect (Scope 3) GHG emissions	42	
305-4	GHG emissions intensity	42	
305-5	Reduction of GHG Emissions	41	
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx), and other significant air emissions	40	
GRI 306: Waste 2016			
3-3	Management of material topics	38-39	Refer to Management Approach in the Responsible Waste Management section
306-1	Waste generation and significant waste-related impacts		
306-2	Management of significant waste-related impacts.		
306-3	Waste generated		
306-4	Waste diverted from disposal		
306-5	Waste directed to disposal		



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures																																																												
<b>GRI 401: Employment 2016</b>																																																															
3-3	Management of material topics	50	Refer to Management Approach in the Employee Engagement section																																																												
401-1	New employee hires and employee turnover	–	<p>Malaysia plants new hires as at year end:</p> <table> <tr> <th>Age Group</th><th>Male</th><th>Female</th><th>total</th></tr> <tr> <td>&lt; 30</td><td>30</td><td>18</td><td>48</td></tr> <tr> <td>30 – 50</td><td>13</td><td>7</td><td>20</td></tr> <tr> <td>&gt;50</td><td>6</td><td>1</td><td>7</td></tr> <tr> <td>Total</td><td>49</td><td>26</td><td>75</td></tr> </table> <p>Vietnam plants new hires as at year end:</p> <table> <tr> <th>Age Group</th><th>Male</th><th>Female</th><th>total</th></tr> <tr> <td>&lt; 30</td><td>87</td><td>36</td><td>123</td></tr> <tr> <td>30 – 50</td><td>83</td><td>48</td><td>131</td></tr> <tr> <td>&gt;50</td><td>5</td><td>1</td><td>6</td></tr> <tr> <td>Total</td><td>175</td><td>85</td><td>260</td></tr> </table> <p>Myanmar plant new hires as at year end:</p> <table> <tr> <th>Age Group</th><th>Male</th><th>Female</th><th>total</th></tr> <tr> <td>&lt; 30</td><td>31</td><td>28</td><td>59</td></tr> <tr> <td>30 – 50</td><td>10</td><td>3</td><td>13</td></tr> <tr> <td>&gt;50</td><td>0</td><td>0</td><td>0</td></tr> <tr> <td>Total</td><td>41</td><td>31</td><td>72</td></tr> </table> <p>Employee turnover for the Group was 3.15%.</p>	Age Group	Male	Female	total	< 30	30	18	48	30 – 50	13	7	20	>50	6	1	7	Total	49	26	75	Age Group	Male	Female	total	< 30	87	36	123	30 – 50	83	48	131	>50	5	1	6	Total	175	85	260	Age Group	Male	Female	total	< 30	31	28	59	30 – 50	10	3	13	>50	0	0	0	Total	41	31	72
Age Group	Male	Female	total																																																												
< 30	30	18	48																																																												
30 – 50	13	7	20																																																												
>50	6	1	7																																																												
Total	49	26	75																																																												
Age Group	Male	Female	total																																																												
< 30	87	36	123																																																												
30 – 50	83	48	131																																																												
>50	5	1	6																																																												
Total	175	85	260																																																												
Age Group	Male	Female	total																																																												
< 30	31	28	59																																																												
30 – 50	10	3	13																																																												
>50	0	0	0																																																												
Total	41	31	72																																																												
401-2	Benefits provided to full-time employees that are not provided to temp/part-time employees	–	All categories are entitled to medical coverage, life insurance, social security contribution, parental leave, and paid annual leave																																																												
401-3	Parental leave	–	<table> <tr> <th>Country</th><th>Entitled</th><th>Taken</th><th>% returned to work #</th></tr> <tr> <td>Malaysia</td><td>270</td><td>8</td><td>88%</td></tr> <tr> <td>Vietnam</td><td>153</td><td>79</td><td>91%</td></tr> <tr> <td>Myanmar</td><td>258</td><td>12</td><td>100%</td></tr> <tr> <td>Total</td><td>681</td><td>99</td><td>92%</td></tr> </table> <p># As at end of reporting period</p>	Country	Entitled	Taken	% returned to work #	Malaysia	270	8	88%	Vietnam	153	79	91%	Myanmar	258	12	100%	Total	681	99	92%																																								
Country	Entitled	Taken	% returned to work #																																																												
Malaysia	270	8	88%																																																												
Vietnam	153	79	91%																																																												
Myanmar	258	12	100%																																																												
Total	681	99	92%																																																												





# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	45	Refer to Management Approach in the Health and Safety section
403-1	Occupational health and safety management system		
403-2	Hazard identification, risk assessment, and incident investigation		
403-3	Occupational health services	45	Audiometric tests are conducted on-site annually
403-4	Worker participation, consultation, and communication on occupational health and safety	45	Refer to the Health and Safety section
403-5	Worker training on occupational health and safety	46	Refer to the Health and Safety section
403-6	Promotion of worker health	45	Access to company panel of clinics. Annual audiometric test for workers. Periodic factory noise monitoring as required by the respective jurisdiction
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	–	Supplier Code of Conduct in place and audits are carried out to ensure compliance
	Workers covered by an occupational health and safety management system	–	100% of our operations are covered by ISO 4500: Occupational Health and Safety Management System
403-9	Work-related injuries	46	Refer to the Health and Safety section
403-10	Work-related ill health		
GRI 404: Training and Education 2016			
3-3	Management of material topics	50	Refer to Management Approach in the Employee Engagement section
404-1	Average hours of training per year per employee	51	Refer to the Employee Engagement section
404-2	Programs for upgrading employees' skills and transition assistance programs	51	Refer to the Employee Engagement section
404-3	Percentage of employees receiving regular performance and career development reviews	–	All staff undergo annual staff appraisals. Ad-hoc reviews are also carried out



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 405: Diversity &amp; Equal Opportunity 2016</b>			
3-3	Management of material topics	48	Refer to Management Approach in the Diversity and Fair Treatment section
405-1	Diversity of governance bodies and employees	48, 85	Refer to the Diversity and Fair Treatment section and Corporate Governance Overview Statement
<b>GRI 406: Non-discrimination 2016</b>			
3-3	Management of material topics	48	Refer to Management Approach in the Diversity and Fair Treatment section
406-1	Incidents of discrimination and corrective actions taken	–	No incidence of discrimination was received or reported
<b>GRI 407: Freedom of Association and collective bargaining 2016</b>			
3-3	Management of material topics	48	Refer to Management Approach in the Diversity and Fair Treatment section
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	–	None
<b>GRI 408: Child Labour 2016</b>			
3-3	Management of material topics	48	Refer to Management Approach in the Diversity and Fair Treatment section
408-1	Operations and suppliers at significant risk for incidents of child labour	–	None. Employees' Code of Conduct, Suppliers' Code of Conduct and Sedex monitoring tools in place
<b>GRI 409: Forced or Compulsory Labour 2016</b>			
3-3	Management of material topics	48	Refer to Management Approach in the Diversity and Fair Treatment section
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	35	Employees' Code of Conduct, Suppliers' Code of Conduct and Sedex monitoring tools in place
<b>GRI 410: Security Practices 2016</b>			
3-3	Management of material topics	48	All service providers are required to sign off and comply with our Suppliers Code of Conduct. The Internal Audit department conducts periodic audit
410-1	Security personnel trained in human rights policies or procedures	–	Our Group head of security has trained our security service provider personnel in FYE 2024



# SUSTAINABILITY REPORT

## GRI CONTENT INDEX (continued)

GRI Standard	Disclosure	Page	Brief Information on Disclosures
<b>GRI 414: Supplier Social Assessment 2016</b>			
3-3	Management of material topics	35	Refer to Management Approach in the Governance and Ethics section
414-1	New suppliers that were screened using social criteria	35-36	Refer to the Governance and Ethics section
414-2	Negative social impacts in the supply chain and action taken	35-36	Refer to the Governance and Ethics section
<b>GRI 416: Customer Health and Safety 2016</b>			
3-3	Management of material topics	33	Refer to Management Approach in the Product Innovation section
416-1	Assessment of the health and safety impacts of products and services	—	Refer to the Product Innovation section. All plants are ISO 9001 accredited and have an In-house Quality Control laboratory at the site.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and service	33	Refer to the Product Innovation section. There were no incidents of non-compliance for the year
<b>GRI 418: Customer Privacy 2016</b>			
3-3	Management of material topics	34	Refer to Management Approach in Data Privacy and Security section
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	—	There were no substantiated complaints received in FYE 2024



# SUSTAINABILITY REPORT



## Independent Limited Assurance Opinion to Box-Pak (Malaysia) Bhd on Scope 1 and 2 Greenhouse Gas Emissions, Water and Waste Data for Calendar Year 2024

To the Management of Box-Pak (Malaysia) Bhd,

### Introduction

Intertek Deutschland GmbH (hereinafter referred to as "Intertek"), represented in this project by the sustainability team, was commissioned by Box-Pak (Malaysia) Bhd (hereafter referred to as "Box-Pak") for independent third-party verification of their Scope 1 and 2 Greenhouse Gas (GHG) Emissions (the "GHG Statement"), Water, as well as Waste data (inclusive of scheduled waste and solid waste), for calendar year 2024 (i.e. from 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024). The verification was performed in accordance with ISO 14064-3 '*Specification with guidance for the verification and validation of greenhouse gas statements*' and ISAE 3000 (revised) for '*Assurance Engagements other than Audits or Reviews of Historical Financial Information*'.

### Objective

The objective of this limited assurance review was to confirm whether any objective evidence existed to suggest that Box-Pak's GHG Statement, as well as Water and Waste data for 2024, were not accurate, complete, consistent, transparent, or suggested material errors or omissions.

### Intended Users

The intended users of this assurance statement are Box-Pak's management and stakeholders. Intertek's responsibility in performing this task was limited to the verification of the GHG Statement, Water and Waste data, in accordance with the agreed scope of work. This assurance engagement was based on the assumption that the data and information provided to us is authentic and complete.

### Responsibilities

Box-Pak's Management was solely responsible for defining the goal and scope, the organisation's GHG emissions, water and waste information system, data maintenance and reporting procedures in accordance with that system, including the data collection, inventory, calculation and determination of GHG emissions, Water and Waste data for the organisation.

As agreed with Box-Pak's Management, Intertek's responsibility was to provide assurance and express an independent limited assurance opinion on Box-Pak's GHG Statement, Water and Waste data based on verification following the assurance scope and criteria stated below. Intertek does not accept or assume any responsibility for any other purpose or to any other person or organisation. This document represents Intertek's independent and balanced opinion on the content and accuracy of the information and data held within.

### Assurance Scope

The organisational boundary followed the operational control approach. The verification covered GHG emissions activities, water and waste data from all locations under Box-Pak's operational control for the period of 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024.

Verification covered 95% of total Scope 1 and 2 GHG emissions in 2024, which included the following activities:

- Scope 1: Direct GHG Emissions
- Scope 2: Purchased Electricity (including renewable energy) – Location- and Market-based

The GHG Statement follows the criteria of the World Resources Institute's (WRI) *Greenhouse Gas Protocol – A Corporate Accounting and Reporting Standard* (hereafter referred to as the '*GHG Protocol Standard*').



# SUSTAINABILITY REPORT

Verification for Water data in 2024 comprised:

- Water consumed
- Water discharged

Verification for Waste data in 2024 comprised:

- Scheduled waste:
  - Waste generated
  - Waste diverted from disposal
  - Waste directed to disposal
- Solid waste:
  - Waste generated
  - Waste diverted from disposal
  - Waste directed to disposal

## Assurance Criteria

Intertek conducted the verification work in accordance with requirements of 'Limited Assurance' procedures as per the following standard:

- ISO 14064-3 '*Specification with guidance for the verification and validation of greenhouse gas statements*'; and
- ISAE 3000 (revised) for '*Assurance Engagements other than Audits or Reviews of Historical Financial Information*'

The criteria in which the GHG Statement was compared against was:

- WRI GHG Protocol – *A Corporate Accounting and Reporting Standard*
- GRI Standards – GRI 303: *Water and Effluents 2018*; GRI 306: *Waste 2020*

A limited assurance engagement involved performing procedures to obtain evidence about the quantification of emissions and related information in the GHG Statement, as well as quantification and related information for Water and Waste data. Source data verification was undertaken during the assurance process, where available.

A materiality level of 5% was applied.

## Methodology

Intertek performed verification work using risk-based approach to obtain the information, explanations and evidence that were considered necessary to provide a limited level of assurance. The verification was conducted by desktop review regarding Box-Pak's GHG Statement, Water and Waste data and supporting records for 2024. Data and information supporting Box-Pak's GHG Statement, Water and Waste data were historical in nature and proven by evidence. Our assurance task was planned and carried out from March 2025 to April 2025. The verification included the following:

- Review of processes and systems used to gather and consolidate data.
- Examined and reviewed documents, data and other information made available digitally.
- Conducted a virtual interview with data managers.
- Assessment of the appropriateness of various emission factors and conversion factors used by Box-Pak.
- Review of input data on sample basis for the duration of 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024 through Box-Pak's GHG calculation spreadsheet and raw data files.
- Recalculation of GHG emissions based on the data provided.
- Appropriate documentary evidence was obtained to support our conclusions on the GHG Statement, Water and Waste data.

## Findings

Intertek found that sufficient and appropriate evidence was provided to support material GHG emissions, Water and Waste data. The criteria were applied appropriately for material Scope 1 and 2 GHG emissions, Water and Waste data. Box-Pak was informed of Intertek's findings and have subsequently taken corrective actions to the identified



# SUSTAINABILITY REPORT

errors. Intertek has verified that all errors and corrective actions identified during the verification process have been duly corrected.

## Conclusion and Assurance Opinion

Intertek reviewed selected Scope 1 and 2 GHG emissions, Water and Waste data of Box-Pak (Malaysia) Bhd (“Box- Pak”) for the reporting period of 1<sup>st</sup> January 2024 to 31<sup>st</sup> December 2024 (2024) to a limited level of assurance. The verification activities applied in a limited level of assurance verification are less extensive in nature, timing and extent than in a reasonable level of assurance verification.

Based on the data and information provided by Box-Pak, Intertek concludes with limited assurance that there is no evidence that the GHG Statement, Water and Waste data are not materially correct, are not a fair representation of the Scope 1 and 2 GHG emissions, Water and Waste data and information, as well as are not prepared in accordance with the WRI *GHG Protocol – A Corporate Accounting and Reporting Standard* and *GRI Standards*.

The reported GHG emissions for 2024 are equal to:

Scope	GHG Emissions (tonnes CO <sub>2</sub> e)
Scope 1	5,186
Scope 2 (Location-based)	14,602
Scope 2 (Market-based)	4,967
<b>Total (Location-based)</b>	<b>19,788</b>
<b>Total (Market-based)</b>	<b>10,153</b>
Biogenic Carbon Emissions	17,893

The reported Water data for 2024 are equal to:

Water Data	Total (megaliters)
Water consumed	165
Water discharged	97

The reported Waste data for 2024 are equal to:

Waste Data	Total (metric tonnes)
Scheduled waste:	
• Waste generated	1,579
• Waste diverted from disposal	1,246
• Waste directed to disposal	333
Solid waste:	
• Waste generated	36,468
• Waste diverted from disposal	35,792
• Waste directed to disposal	676

This opinion shall be interpreted with the GHG Statement, and Water and Waste data of Box-Pak as a whole.

## Intertek’s Competence and Independence

Intertek ensures the selection of appropriately qualified and impartial individuals as the verifiers. The selected verifiers have over 10 years of experience working on GHG accounting and verification projects. They were not involved in the preparation of Box-Pak’s GHG Statement, Water and Waste data.

Intertek adheres to the requirements of ISO 14064-3 and ISAE 3000 in its verification works. The verification was internally reviewed to ensure that the approach applied was rigorous and transparent. The verification team was not involved in any other Intertek projects with Box-Pak.

No member of the verification team has a business relationship with Box-Pak, its Directors or Managers beyond that is required of this assignment. No form of bribe has been accepted before, throughout and after performing the verification. The verification team has not been intimidated to agree to do this work, change and/or alter the results of the verification. The verification team has not participated in any form of nepotism, self-dealing and/or tampering.



# SUSTAINABILITY REPORT

If any concerns or conflicts were identified, appropriate mitigation measures were put in place, documented and presented with the final report. The process followed during the verification is based on the principles of impartiality, evidence, fair presentation and documentation. The documentation received and reviewed supports the conclusion reached and stated in this opinion.

## On behalf of Intertek

**Dr. Lara Dresser**  
Sustainability Consultant  
Intertek Assuris

**Ridzwan Nazimuddin**  
Senior Consultant – Climate Change & Sustainability  
Intertek Assuris

**Kiran Shinde**  
Senior Executive – Sustainability  
Intertek Assuris

**Yi Hang Yu**  
Senior Manager – Climate Change & Sustainability  
Intertek Assuris

11<sup>th</sup> April 2024